

2012-2016

Missouri Coordinated State Plan



Senior Community Service Employment Program

Missouri Department of Health and Senior Services
Division of Senior and Disability Services
www.health.mo.gov

Missouri SCSEP State Plan
PY 2012-2016

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**STATE OF MISSOURI
SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP)
STATE PLAN FOR PY 2012-2016**

VERIFICATION OF INTENT

In accordance with the Older Americans Act (OAA) of 1965, as amended, the Department of Health and Senior Services hereby submits the SCSEP State Plan for PY 2012 through 2016. The Division of Senior and Disability Services has been designated and given authority by the Governor of the State of Missouri to develop and administer the SCSEP State Plan in compliance with all requirements under Title III of the OAA as amended and reauthorized in 2006.

The SCSEP State Plan is hereby approved by Governor Jeremiah W. (Jay) Nixon and constitutes authorization to proceed with activities contained within the plan upon approval from the Department of Labor, Employment and Training Administration.

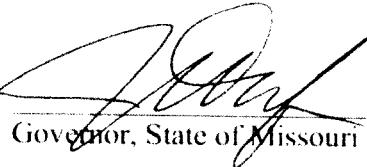
8-13-12
(Date)

Celeste Hartman
Director, Division of Senior & Disability Services

9/5/12
(Date)

Margaret Donnelly
Director, Department of Health & Senior Services

I hereby respectfully submit on this 13th day of September , 2012, the Missouri SCSEP State Plan for the approval by the Department of Labor, Employment and Training Administration.



Governor, State of Missouri

SECTION 1. PURPOSE OF THE STATE PLAN

The Senior Community Service Employment Program (SCSEP) is a community service and work-based training program for unemployed low-income persons who are 55 years of age or older, particularly persons who have poor employment prospects. SCSEP is authorized by Title V of the Older Americans Act (OAA) and administered at the federal level by the United States Department of Labor (DOL). The program was established to foster individual economic self-sufficiency and promote useful opportunities in community services. SCSEP is the only federally sponsored job creation program targeted to low-income older Americans.

Through the program, older workers have access to the SCSEP services, as well as other employment assistance available through the One-Stop Career Centers. Program participants work an average of up to 20 hours a week and are paid the higher of federal, state, or local minimum wage. Participants are placed in a wide variety of community service activities at non-profit and public facilities, which can include day-care centers, senior centers, schools, and hospitals. It is intended that these community service experiences serve as a bridge to other non-subsidized employment positions. The program benefits both participants and communities they serve.

The OAA requires the Governor of each state, or the designee, to submit for consideration and approval, a State Plan which outlines a 4-year strategy for the statewide provision of community service employment and other authorized activities for eligible individuals. The Missouri Department of Health and Senior Services (DHSS), Division of Senior and Disability Services (DSDS), has been designated, and given the authority to develop and administer the State Plan (**See Attachment A-Organizational Chart**).

DHSS utilizes a competitive bid process to contract with sub-grantees, who in turn administer the program in Missouri. The sub-grantees for the State are MERS/Goodwill, Experience Works, and Catholic Charities. The National grantees in the State are AARP and Experience Works.

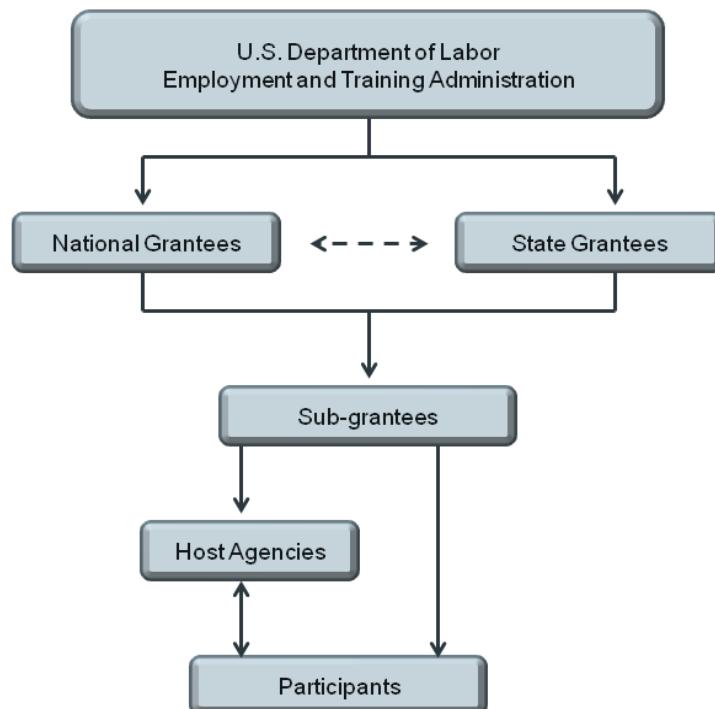
The State Plan affords Missouri the opportunity to establish short and long-term strategic goals to ensure older workers are ready for the challenge of meeting future workforce changes.

The state will work with its network of partners to:

- Enhance coordination and integration of SCSEP with Missouri's workforce system to maximize the impact of limited workforce resources and ensure that services are customer-friendly;
- Increase public and employer awareness about SCSEP, the benefits of hiring older workers, and senior-friendly policies and practices;
- Ensure that training and employment strategies are based on local market conditions;
- Provide priority of service to areas and individuals most in need, particularly rural areas; and
- Strengthen services to increase the placement and retention of SCSEP in unsubsidized employment.

SECTION 2. INVOLVEMENT OF ORGANIZATIONS AND INDIVIDUALS

The intent of the State Plan is to foster coordination among the various national and State grantees, as well as sub-recipients, to facilitate the efforts of key stakeholders, including state and local boards under the Workforce Investment Act, to work collaboratively through a participatory process to accomplish SCSEP's goals. In addition, the State Plan requirements emphasize the importance of partnerships among grantees with other programs, initiatives and entities operation within the state. The diagram in **Figure 1** describes the relationship of entities from the federal level to the local level.



DSDS facilitated a planning meeting for the development of the State Plan. Attending by conference call were the State's sub-grantees, AARP, and the Missouri Department of Labor. Invitations were also sent to Missouri's ten Area Agencies on Aging and representatives from St. Louis City AARP and Kansas City AARP. (**Attachment B-Letters of Attestation**)

SECTION 3. SOLICITATION AND COLLECTION OF PUBLIC COMMENTS

The draft State Plan was posted for public on DHSS's website, www.health.mo.gov for a period of ten days. The draft was also sent through Division stakeholder listservs and to all who participated in the planning. The planning committee was asked to forward the draft plan to their agency and community partners for comment. (**See Attachment C-Public Comments**).

SECTION 4. BASIC DISTRIBUTION OF SCSEP POSITIONS

The U.S. Census date, released in December 2010, shows Missouri's population increased seven percent from 5,595,211 in 2000 to 5,988,927 in 2010 (**See Map 1-Census Maps**). A 2011 estimate shows an increase of another 0.4 percent to 6,010,688. As of the 2010 Census, Missouri ranked 20th among states in population increase and 29th based on percentage change. The state outpaced the Midwest's overall population growth of 3.9 percent.

2010 data showed the five most populous incorporated places in the state were Kansas City (459,787), St. Louis (319,294), Springfield (159,498), Independence (116,830), and Columbia (108,500). Since the 2000 Census, Kansas City grew by 4.1 percent, St. Louis decreased by 8.3 percent, Springfield grew by 5.2 percent, Independence grew by 3.1 percent, and Columbia grew by 28.4 percent. The largest county was St. Louis, with a population of 998,954. However, the population decreased by 1.7 percent. The other counties in the top five include Jackson, with a population of 674,158 (increase of 2.9 percent); St. Charles, 360,485 (increase of 27.0 percent); Greene, 75,174 (increase of 14.5 percent); and Clay, 221,939 (increase of 20.6 percent). The five fastest growing counties were, Christian, Lincoln, Warren, and Taney, Pulaski and St. Charles, which tied for fifth place. (**See Figure 2**)

County	2000	2010	% Change
Christian	54,285	77,422	43%
Lincoln	38,944	52,566	35%
Warren	24,525	32,513	33%
Taney	39,703	51,675	30%
Pulaski	41,165	52,274	27%
St. Charles	283,883	360,485	27%
Missouri	5,595,211	5,988,927	7%

Figure 2

LOCATION OF POSITIONS

Missouri comprises 114 counties and the City of St. Louis. Experience Works and AARP are the National grantees in the state and cover 108 counties. MERS/Goodwill, Experience Works, and Catholic Charities are the State sub-grantees and cover 26 counties. **Map 2, Coverage Area for State and National SCSEP Grantees** shows the breakdown of the State and National grantee coverage areas. Funding and positions for Missouri's state grant were decreased for Program Year 2012. Positions were decreased from 228 in PY II to 226 in PYI2, The 26 counties covered by the State grant are divided into six service areas. Experience Works covers Areas A, B, and C; MERS/Goodwill covers Areas D and F; Catholic Charities covers Area E. (**See Attachment D Areas Served/Position Authorized**) For PY12, DOL allocated \$2,193,993 to Missouri's State grant.

The State worked closely with the sub-grantees to establish the position allocations for the six service areas in the state to ensure adequate services were offered and to meet the DOL and Older Americans Act requirements of serving specific populations.

The DOL determines the number of slots for each state and national grantee. DHSS, the sub-grantees, and national program sponsors within Missouri meet annually to review, update, and reallocate slots as appropriate. The current distribution of authorized positions is based on a number of factors:

- Proportion of eligible SCSEP persons in each county to the total number of SCSEP eligible persons in the state;
- Proportion of individuals residing in rural and urban areas of the state; and
- Persons in the state who are classified as minority and/or are in the greatest social/economic need.

The State Program will continue to address redistribution of slots from over-served counties to these counties as well as other underserved counties with sub-grantees as well as the national sponsors to ensure more equitable distribution throughout Missouri.

The number of individuals who are eligible for participation in SCSEP due to their age and poverty status varies dramatically across the state. As such, all providers are aware of the situation and have taken steps to address and serve those most in need.

Attachment E, Equitable Distribution Table, illustrates the distribution of state grantee service areas by county and shows slots filled and vacant.

Goal: The state will facilitate annual meetings with sub-grantees and national sponsors to ensure all areas of the state are served through equitable distribution of slots.

RURAL AND URBAN

According to official U.S. Census Bureau definitions, urban-rural classification is fundamentally a delineation of geographical areas, identifying both individual urban areas and the rural areas of the nation. The Census Bureau's urban areas represent densely developed territory, and encompass residential, commercial, and other non-residential urban land uses.

The 2010 Census, defined an urban area as a densely settled core of census tracts and/or census blocks that meet minimum population density requirements, along with adjacent territory containing non-residential urban land uses as well as territory with low population density included to link outlying densely settled territory with the densely settled core. To qualify as an urban area, the territory identified according to criteria had encompassed at least 2,500 people, at least 1,500 of which reside outside institutional group quarters. There are two types of urban areas identified by the Census Bureau:

- Urbanized Areas (UAs) of 50,000 or more people;

- Urban Clusters (UCs) of at least 2,500 and less than 50,000 people.

“Rural” encompasses all population, housing, and territory not included within an urban area.

Missouri’s geographic distribution includes rural, urban, and suburban. The State consists of 114 counties and the City of St. Louis. According to the 2010 Census, the urban population comprised 4,218,371 or 70.44 percent of the state and the rural 1,770,556 or 29.56 percent.ⁱⁱⁱ The table in **Attachment F** identifies the rural and urban populations in all Missouri counties. There are 30 counties with no urban population. The following cities were classified as areas of the State, with Cape Girardeau, MO-IL identified as a new urbanized area for 2010^{iv}. Alton IL-MO, Columbia, MO, Fayetteville-Springdale-Rogers AR-MO, Kansas City, MO, St. Joseph, MO, St. Louis, MO, Jefferson City, MO, Lee’s Summit, MO, Springfield, MO, and Joplin, MO. Often, in rural areas, sub-grantees must work more closely with the employers to determine their hiring needs and staffing patterns so that they can optimize their chances of gaining a training site. They also have to spend more time assessing the attitudes and stereotypes of older workers and educating employers about the value of an older worker in their business. Very clear expectations for both the employee and employer are key to successful placements in any setting, but even more so within rural areas. Because training sites are limited, it is of utmost importance to be clear from the beginning with the participant about their ability to locate the type of job they may be wanting in the local area. Working to ensure expectations are clear for everyone involved allows for a smoother and more effective service delivery.

Goal: The state will ensure sub-grantees work in collaboration with all training programs in the rural and urban areas, including the One-Stop Centers, through cooperative agreements or Memorandum of Understandings, as appropriate.

Specific Population Groups

The Older Americans Act defines priority individuals as those based on the following criteria:

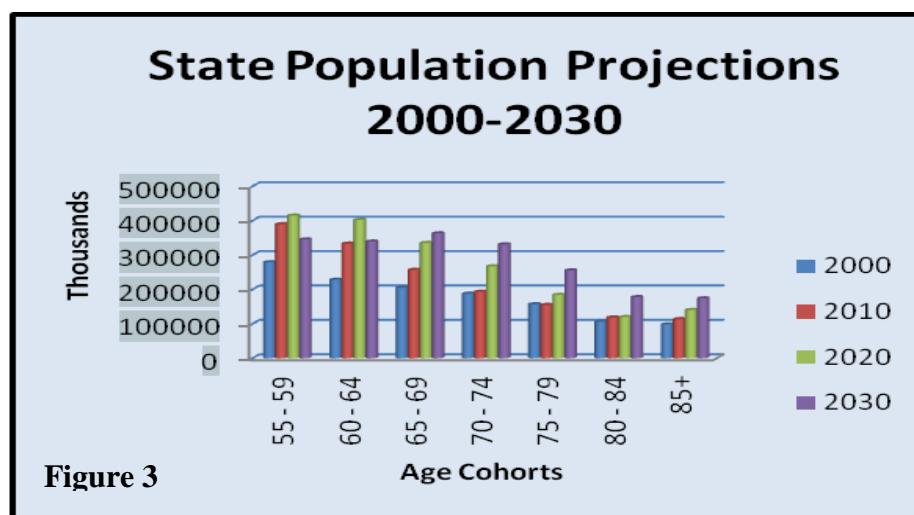
- 65 and older;
- Have a disability;
- Limited English proficiency or low literacy skills;
- Reside in rural areas;
- Veterans or their spouses who meet the requirements of the Jobs for Veterans Act, 38 U.S.C. sec. 4215 (a)(1);
- Low employment prospects;
- Failed to find employment after utilizing services provided under Title I of WIA;
- Homeless or at risk of being homeless;
- Greatest economic need as defined in 20 CFR 641.140;
- Minority individuals; or
- Greatest social need as defined in 20 CFR 641.140.

OLDER ADULTS

Missouri's population age 65 and older has increased faster than the overall State population. The proportion of Missouri population age 65 and older increased from 13.5 in 2000 to 14 percent in 2010. The actual number increased by approximately 11 percent from 755,379 in 2000 to 840,000 in 2010. The proportion of population age 85 and older grew at an even faster pace of 15 percent over the past decade. This age group comprised 99,000 or 1.8 percent of the state's total population in 2000, but grew to nearly 114,000 or 1.9 percent of the total population. Eighty-nine counties of the 115 counties in the State experienced an increase in the 65 and over population. Twenty-six counties lost population from 2000-2010, as well as the City of St. Louis, which lost 26 percent of its senior population. For the 85 and over population, seventy-two counties experienced growth while forty-two experienced decline.^v According to the Administration on Aging, Aging Integrated Database, the rural population age 60 and older count for 2011 was 326,597.^{vi}

Maps 3 and 4 depict the percent change in population by county for the age cohorts 65 and over and 85 and over.

Persons age 55 and over made up 26 percent of the population in 2010. This was an increase of 3.5 percent from 2000^{vii}. **Figure 3** illustrates the increase of this age cohorts from 2000 through the projected 2030 figures. These age cohorts are projected to increase by 27 percent in 2030^{viii}.



PERSONS WITH DISABILITY

According to the 2010 American Community Survey estimates, the total non-institutional population with a disability is 825,456 or 14.1 percent of Missouri's total population. The percent of the population with a disability age 18 to 64 accounts for 12.4 percent and those ages 65 and over account for 39.3 percent. (**Attachment G** Disability Data for Missouri)

LIMITED ENGLISH PROFICIENCY

Three out of four Missouri counties have more than 95 percent of the population speaking English as the primary language at home. Five Missouri counties Sullivan (14.0%), Pulaski (12.9), McDonald (11.3%), Scotland (11.0%), and Pettis (10.1%) had over ten percent of their population speaking a non-English language in the home.^{ix}

The 2006-2010 American Community Survey 5-Year Estimates report 8.70 percent of the United States population and 2.24 percent of Missouri's population speaks English *Less Than Very Well*. Twenty Missouri Counties have a higher percentage of residents with limited English proficiency than the state. Sullivan County exceeds the United States percentage with 8.76 percent of residents speaking English *Less Than Very Well*. Other concentrations of Limited English Proficiency are in counties along the Interstate corridors and the large metropolitan areas.^x (**See Maps 5 and 6**)

VETERANS

Of the 4,555,615 total civilian population 18 years and over in Missouri, an estimated 10.8 percent are veterans. The veterans in the age cohorts 55 to 64 comprise 25.8 percent, 65 to 74 make up 19.1 percent and over 75 years of age comprise 22.3 percent of the total veterans' population.^{xi} (**See Attachment H**)

HOMELESS

In the *2010 Annual Homeless Assessment Report to Congress*, the U.S. Department of Housing and Urban Development stated that the number of homeless in 2010 was estimated to be 8,122, up from 6,959 in 2009. The following charts illustrate the percent change from 2009 to 2010, as well as sheltered versus unsheltered homeless in the State.¹

Changes in Estimates of the Homeless Population, 2009 - 2010			Homeless Population Estimates by State, January 2010		
	MO	US		MO	US
Total Homeless Population 2010	8,122	649,917	Total Sheltered Population	6,336	403,543
Total Homeless Population 2009	6,959	643,067	Total Unsheltered Population	1,786	246,374
Total Change 2009-2010	1,163	6,850	Total Homeless Population	8,122	649,917
Percent Change 2009-2010	16.71%	1.07%	State Population	5,988,927	314,900,669
			Homeless Rate	0.12%	0.21%

¹ Note: Estimates are point in time. Point in time estimates are only one way of determining the number of homeless individuals in a given year
Source: U.S. Department of Housing and Urban Development, *2010 Annual Homeless Assessment Report to Congress*. Available online at <http://www.hudreh.info/documents/2010HomelessAssessmentReport.pdf>. Point-in-Time (PIT) Counts: One-night counts of both sheltered and unsheltered homeless populations. The one-night counts are reported on Continuum of Care applications and reflect a single-night during the last week in January.

RACIAL/ETHNIC

According to the 2010 Census, the Hispanic/Latino population comprised 212,470 of Missouri's total population. That was increase of 3.5 percent from 2000. Blacks made up a total 693,391 while Asian, American Indian, Native Alaskan, Native Hawaiian, and Pacific Islander totaled 131,720. The table below illustrates the breakdown of races in Missouri.

Table 5

Population by Race		
White		4,958,770
Black		693,391
Asian		98,083
American Indian and Alaska Native		27,376
Native Hawaiian and Pacific Islander		6,261
Other		80,457
Identified by two or more		124,589
Hispanic or Latino		212,470

The majority of the State's minority population resides in urban areas, as indicated by the **Map 7**.

Missouri's population of *Hispanic or Latino Origin* grew by a striking 79 percent from 118,592 in 2000 to 212,470 in 2010, down from the 92 percent growth of the previous decade. In contrast, Missouri's total population grew by 9.3 percent from slightly under 5.6 million in 2000 to over 5.9 million in 2010.

Thirty Missouri counties more than doubled their Hispanic population between 2000 and 2010. Jackson (21,270) and St. Louis County (10,447) each saw a net increase of over 10,000 people of *Hispanic or Latino Origin*.^{xii} (**See Maps 8 and 9**)

Missouri's largest minority race category, *Black or African American*, experienced significant population increases during the 2000's. The Black population grew 10.2 percent from 629,391 in 2000 to 693,391 in 2010. In contrast, Missouri's total population grew by 9.3 percent from slightly under 5.6 million in 2000 to over 5.9 million in 2010.^{xiii} (**See Maps 10 and 11**)

SOCIAL/ECONOMIC NEED

The Older Americans Act defines “greatest economic need” as the need resulting from an income level at or below the poverty line. The term ‘poverty line’ means the official poverty line defined by the Office of Management and Budget based on the most recent data available from the Bureau of the Census, as prescribed in section 673(2) of the Community Services Block Grant Act (42 U.S.C. 9902(2)).

The term “greatest social need” is defined by the OAA to mean the need caused by non-economic factors, which include—

- (A) physical and mental disabilities;
- (B) language barriers; and
- (C) cultural, social, or geographical isolation, including isolation caused by racial or ethnic status, that—
 - (i) restricts the ability of an individual to perform normal daily tasks; or
 - (ii) threatens the capacity of the individual to live independently.

An Administration on Aging report on the profile of Older Americans stated that almost 3.5 million elderly persons (9.0%) were below the poverty level in 2010. This poverty rate is not statistically different from the poverty rate in 2009 (8.9%). Another 2.3 million or 5.8% of the elderly were classified as "near-poor" (income between the poverty level and 125% of this level).

Missouri: Poverty Rate by Age, states (2009-2010), U.S. (2010)

Poverty Rate by Age, states (2009-2010), U.S. (2010) View 50-State Comparison				
	MO #	MO %	US #	US %
Children 18 and under	415,300	28%	22,023,200	28%
Adults 19-64	667,200	18%	35,810,200	19%
Elderly 65+	74,000	9%	5,466,100	14%
Total	1,156,500	19%	63,299,500	21%

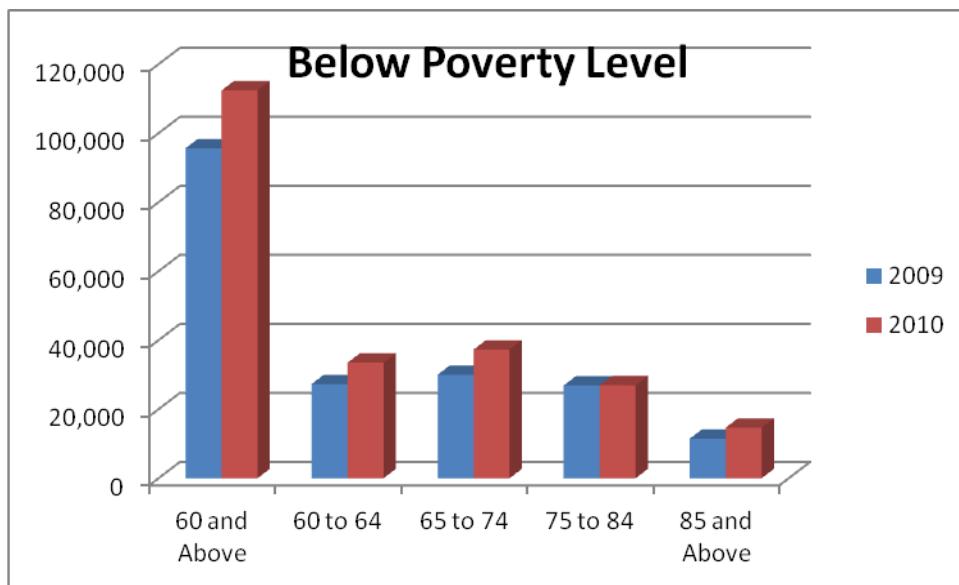
Sources: Urban Institute and Kaiser Commission on Medicaid and the Uninsured estimates based on the Census Bureau's March 2010 and 2011 Current Population Survey (CPS: Annual Social and Economic Supplements).

One of every 15 elderly Whites (6.8%) was poor in 2010, compared to 18.0% of elderly African-Americans, 14.6% of Asians, and 18.0% of elderly Hispanics. Higher than average poverty rates were found in 2010 for older persons who lived in principal cities (11.2%), outside metropolitan areas (i.e. rural areas and small towns) (10.4%), and in the South (10.5%).

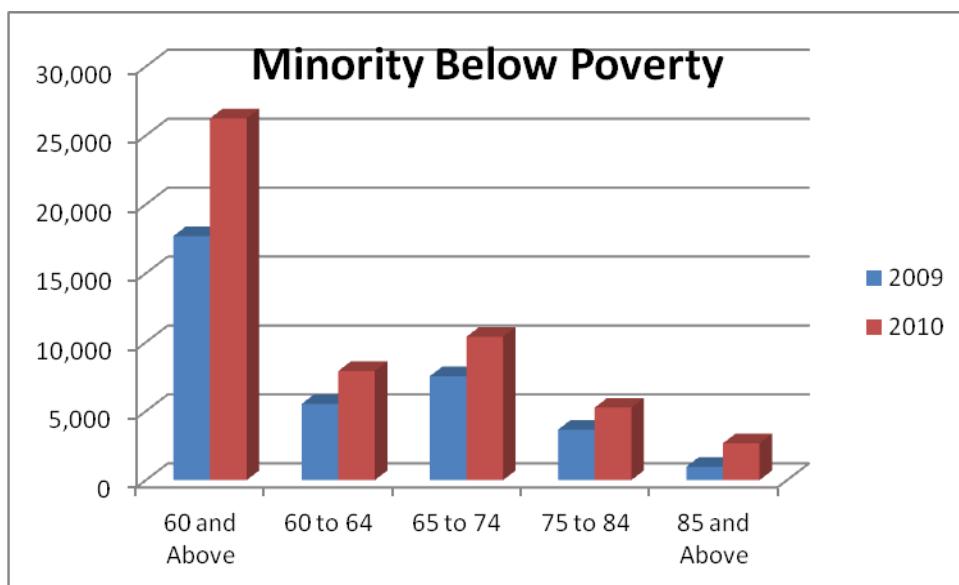
Older women had a higher poverty rate (10.7%) than older men (6.7%) in 2010. Older persons living alone were much more likely to be poor (16.0%) than were older persons living with families (5.3%). The highest poverty rates were experienced among Hispanic women (40.8%) who lived alone and also by older Black women (30.7%) who lived alone.

There are a number of factors that account for the poverty status of elderly Missourians. According to the Social Security Administration, high proportions of non-married and minority persons aged 65 or older are poor or near poor. The variations in family income by sex, marital status, and race are reflected in the poverty rates for those subgroups of the aged. Non-married persons, blacks, and Hispanics have the highest poverty rates, ranging from 15.0% to 18.0%. An

additional 8.9% to 10.5% of non-married persons, blacks, and Hispanics have incomes between the poverty line and 125% of the poverty line (the near poor).^{xiv} The chart identifies the poverty status by age for Missourians from 2009-2010. Older Missourians qualify for certain programs, based on income and resource guidelines. Income guidelines generally must meet the poverty guidelines.



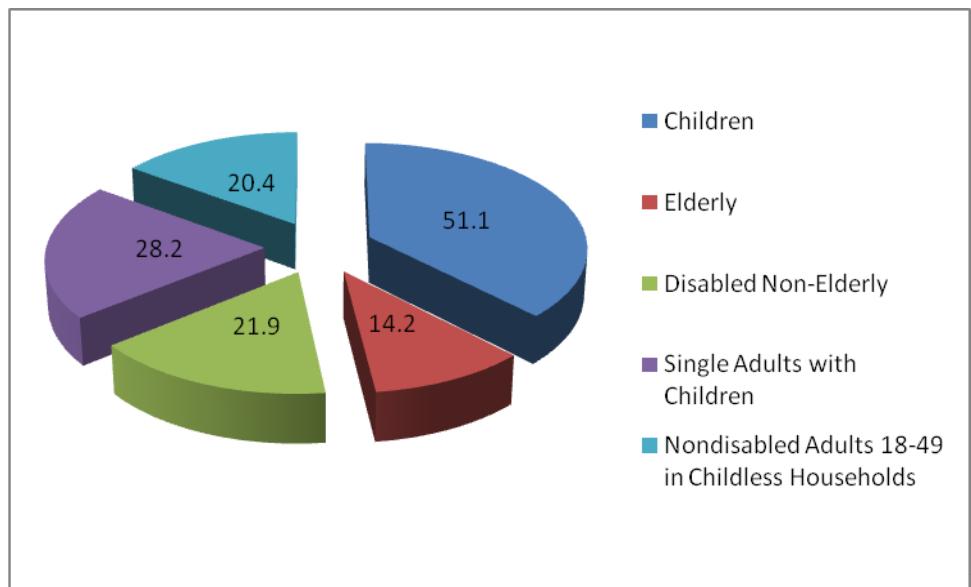
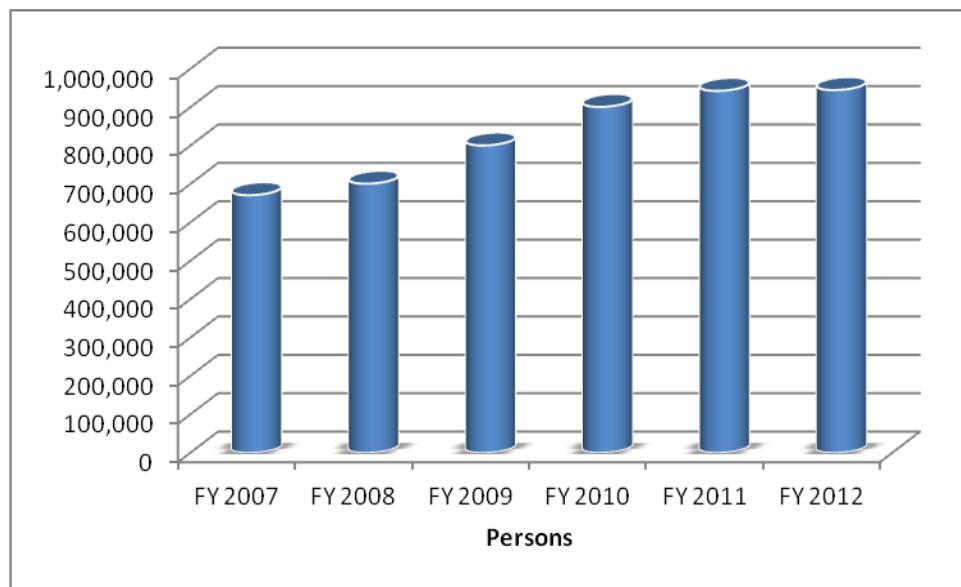
<http://www.agidnet.org/CustomTables/ACS/Results/> (accessed 07/02/2012)



Two major programs older Missourians take part in are the MO HealthNet, Missouri's Medicaid program, and the Supplemental Nutrition Assistance Program (SNAP).

MO HealthNet provides medical care for persons who are aged, or permanently and totally disabled, or who are blind. The 2011 Missouri Medicaid Basics report^{xv} stated that MO HealthNet covers 1 out of every 11 seniors over age 65. Approximately 77,500 Missourians age 65 and over were covered by MO HealthNet in SFY 2010.

SNAP provides financial assistance for food purchasing to low- and no-income people and families living in the U.S. The chart below shows the growth of the SNAP program for Missouri from 2007 through 2012.^{xvi} **Figure 4** shows the breakdown by household composition of Food Stamp utilization in Missouri for 2010 compared to all SNAP households.^{xvii}



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²**Note:** The sums of the household types do not match the numbers in the "Total" row because a household can have more than one of the characteristics.

HOUSEHOLD COMPOSITION

The total number of households in Missouri for 2010 was 2,375,611. The median age was 37.9 years. The average household size was 2.45 people per household. The number of households with persons age 60 and over totaled 807,187. The chart below depicts the characteristics of households for people age 60 and over.

P24: HOUSEHOLDS BY PRESENCE OF PEOPLE 60 YEARS AND OVER
2010 Census Summary File 1

	Missouri
Total:	2,375,611
Households with one or more people 60 years and over:	807,187
1-person household	303,205
2-or-more-person household:	503,982
Family households	479,623
Nonfamily households	24,359
Households with no people 60 years and over:	1,568,424
1-person household	369,071
2-or-more-person household:	1,199,353
Family households	1,072,510
Nonfamily households	126,843

The chart below depicts the characteristics of the participants served by SCSEP in Missouri.

	Participant Characteristics	YTD No.	YTD %
Gender	Male	56	31
	Female	123	69
Age at	55-59	67	37
Enrollment	60-64	51	28
	65-69	38	21
	70-74	15	8
	75 & over	8	4
Ethnicity	Hispanic, Latino or Spanish origin	2	1
Race	American Indian or Alaska Native	7	4
	Asian	1	1
	Black or African American	65	36
	Native Hawaiian or Pacific Islander	0	0
	White	107	60
Education	8th grade & under	5	3
	9th grade – 11th grade	22	12
	High School diploma or equivalent	84	47
	1 – 3 years college	50	28
	Post-secondary certificate	1	1
	Associate's degree	5	3
	Bachelor's degree or equivalent	8	4
	Some graduate school	3	2
	Master's degree	1	1
	Doctoral degree	0	0
Additional	Family income at or below the poverty level	153	85
	Individuals with disabilities	34	19

	Individuals with limited English proficiency	3	2
	Individuals with low literacy skills	9	5
	Individuals residing in rural areas	57	34
	Individuals with low employment prospects	135	75
	Individuals who failed to find employment after using WIA Title I	76	45
	Individuals age 75 and over at date of report	16	9
	Individuals who are homeless or at risk of homelessness	46	27
	Displaced homemakers	14	8
	Veterans (or spouses)	38	21
	Individuals receiving public assistance	94	53
	Individuals with severe disability	3	2
	Individuals who are frail	1	1
	Individuals old enough for but not receiving SS Title II	0	0
	Individuals with severely limited employment prospects in areas of persistent unemployment	17	9

**SCSEP Quarterly Progress Report for 2011
ETA 5140**

Goal: The state will ensure participation of the priority populations through marketing strategies to inform participants of the program, coordination and collaboration with agencies and organizations to provide appropriate training and work sites and identification of services needed to enable participants' success and placement into unsubsidized employment.

SECTION 5. SUPPORTING EMPLOYMENT OPPORTUNITIES FOR PARTICIPANTS

The **Missouri Department of Economic Development** (DED) administers a wide array of services and programs designed to enhance Missouri's economic growth and to create solid, high-paying jobs. These essential services focus on workers, businesses and communities. The department is composed of agencies that administer statutory requirements and department policy in the areas of community, economic and workforce development. Helping the department with its mission is a number of divisions, boards, commissions and councils. DED is the state agency which administers the federal Workforce Investment Act (WIA) and Wagner-Peyser funding for workforce activities.

The **Division of Workforce Development** (DWD) is a pivotal section of the department, helping Missourians access gainful employment and train for the next-generation, high-tech jobs of tomorrow's economy. DWD provides workforce services for businesses and job seekers. DWD strives to enhance Missouri's economy through a network of partner organizations which provide vital services to Missouri's job seekers and businesses. (**See Attachment I for list of Partners**) Within DWD is the statewide network of Missouri Career Centers that provides valuable workforce services to help people obtain quality, self-sustaining careers. The services are provided by way of a partnership of federal, state, and local employment and training organizations that are tailored to reflect the specific needs in each community. (**See Map 12 for Map of Career Centers**)

Missouri's employment outlook has seen a shift from a goods producing to a service producing economy. Health Care, Information, Technology, Education and Professional & Technical services are the new leading industries replacing traditional ones such as Manufacturing.^{xviii} According to the Missouri Economic Research and Information Center, the research and analysis arm of DED, Missouri has begun to focus on new Targeted Industry Clusters in an attempt to develop and enhance economic growth. The clusters, Advanced Manufacturing, Energy Solutions, Biosciences, Health Sciences and Services, Information Technology, Financial and Professional Services and Transportation and Logistics were chosen as a result of examining the State's strengths and advantages to capitalize on them. These new industries, however, will need a more skilled, educated, and adaptable workforce. Having a well-trained, educated workforce will be the key to sustaining and attracting new industries to the state. Therefore, the state will focus on training and education which is directed by industry needs. A report by the Department of Elementary and Secondary Education, lists current and future "Hot Jobs for Missouri" with the educational level needed for the jobs (**See Attachment J**). **Attachments K** show the top 30 long-term employment opportunities.

Between 2008 and 2018, Missouri's employment is projected to grow by 3.32 percent across all occupations and there is a projected 829,000 job openings due to growth or replacement. According to MERIC, by 2018, almost 50 percent of the new jobs created will require either short-term on the job training or a Bachelor's Degree.^{xxix}

The economic conditions of the last few years created a need for re-employment and training programs to address the demand for highly trained individuals to meet the demands of Missouri's new economic environment. In 2010, the [Next Generation Career Center](#) model initiative was implemented to break down the siloed program barriers and provide customers a much wider array of skill development and training services. The initiative streamlined customer flow processes and integrated service delivery to significantly increase the number of Career Center customers accessing high-level career services.

The SCSEP is mandated by the OAA to partner with the Missouri Career Centers and the appropriate local workforce investment areas. This partnership ensures all population groups are offered a broad array of services from a comprehensive menu of employment and training options. This important linkage was further strengthened through the passage of the Workforce Investment Act.

Missouri's three sub-grantees participate in their respective regional Workforce Investment Boards (WIBs) and are partners with the Career Centers, to ensure older workers' needs and issues are addressed. The sub-grantees attend WIB monthly meetings to share information and ensure all parties are updated regarding programs and services. These meetings also provide the opportunity to make referrals. Through this networking opportunity, participants and applicants receive updated information about the services offered by the local career centers. Through Memorandums of Understanding (MOUs) (L) between the sub-grantees and WIBs, partners work collaboratively to ensure a continuum of integrated services, supported by mentoring and individual-based support services, are available to enable clients the opportunity to participate in skills-based training and/or retention programs.

The state's sub-grantees continually explore avenues to educate local communities regarding the program and the opportunities it provides to both individuals and businesses. They regularly participate meetings in their regions with representatives from local businesses, providing valuable networking opportunities. Sub-grantees also maintain memberships in their local Chambers of Commerce. Through this networking opportunity, sub-grantees offer participants resources and services required to be successful and make connections for adding to their already extensive host agency system.

The SCSEP project focuses on developing host agency sites that will assist the participant in the development of basic transferable skills to the current labor market. Staff will use labor market information such as the data outlined above, along with "intuitive" data gathered through focus group and/or individual experience, and/or an analysis of jobs posted in the State's job match system to help guide the development of host agency sites that offer training opportunities in health care, social service, retail, and business operation services to better align skills training with occupations identified as being in-demand in the local labor market area.

The Division of Employment Security (DES), within the Department of Labor and Industrial Relations (DOLIR), communicates with Missouri's employers quarterly through a newsletter. Promoting the SCSEP to employers will encourage more participation in the program and more employment opportunities. The DES, through DOLIR, also communicates through an extensive website, email distribution, Twitter, Facebook and YouTube.

Goals:

- *Sub-grantees will attend community events and business meetings to educate businesses on the SCSEP program.*
- *Sub-grantees will develop employment and training opportunities through collaboration with WIBs and Career Centers, as well as vocational/educational entities and businesses.*
- *DHSS will work with DOLIR to develop and promote the SCSEP program to employers and other constituent groups through video, website, and other communication channels.*

SECTION 6. INCREASING PARTICIPANT PLACEMENT IN UNSUBSIDIZED EMPLOYMENT AND EMPLOYER OUTREACH

The overall goal of the SCSEP is to place participants in unsubsidized employment for the purpose of sustained self-sufficiency. Missouri's sub-grantees aggressively work toward strengthening relationships with agencies and organizations that hire and train SCSEP participants. Sub-grantees collaborate with training and educational institutions to assist participants in resume writing and interviewing skill. The sub-grantees identify what jobs are available in each area and provide the necessary training, including computer training, job readiness, customized training, etc. Sub-grantees work with participants to overcome barriers that could prohibit their retention in unsubsidized employment through follow-up and the provision of support services. In order to ensure participants have all the services and resources needed to maintain high quality, unsubsidized employment, sub-grantees must:

- Continually engage and develop partnerships with employers;

- Identify employment opportunities with established career ladders;
- Place individuals in high growth industries and occupations;
- Provide appropriate retention activities to participants such as timely follow-ups;
- Increase performance and training consistent with the participant's IEPs; and
- Ensure required performance measures are being met;
- Increase employer's awareness of the skills and abilities older workers bring to the workplace.

Goal: Development of high-quality, employment opportunities, which provide SCSEP participants the opportunity to make living wages and become self-sufficient.

Goal: Sub-grantees will continue to develop training opportunities beyond the required community service assignment.

Goal: The state will ensure the sub-grantees are meeting performance levels for unsubsidized employment through on-site monitoring and required reports.

SECTION 7. COMMUNITY SERVICE NEEDS

The provision of community service is a key component of SCSEP. Development of community service assignments is an on-going process, which entails awareness of local community needs, identifying agencies and organizations eligible to act as host agencies and capitalizing on the training opportunities for enrollees. Sub-grantees identify and work through non-profit and for profit agencies, local government offices, schools, and municipalities to provide SCSEP participants with employment and training opportunities.

The sub-grantees work within each of their communities to identify needs and barriers participants encounter, and work with various agencies to assist participants in addressing unmet needs. Following is a listing of agencies and organizations that are a part of the Community Service network throughout the State. MERS/Goodwill also utilizes the databases such as Melissadata.com to find community organizations

(<http://www.melissadata.com/lookups/np.asp>).

- The Breakthrough Coalition <http://www.breakthroughcoalition.org/Home.html>
- RSVP Advisory Board for Northeast Missouri (Marion County)
- Hannibal Chamber of Commerce (Marion County)
- Society of Human Resources Managers (Marion County)
- NEMO Workforce Investment Board (WIB)
- Council of Related Agencies (Marion County)
- Central Region Workforce Investment Board (WIB)
- Workforce Development Board of Western Missouri (WIB)
- Gentry/Worth County Networking – (area businesses and leaders meet)
- Atchison County Networking

- MERIL Networking (group of 21 agencies meeting regarding programs in the community)
- Northwest Missouri Workforce Investment Board (WIB)
- Workforce Investment Board of Southeast Missouri (WIB)
- Heartland Resources
- Northeast Missouri Office on Aging
- Northeast Community Action Agency
- Missouri Ozarks Community Action Agency
- Community Services of Northwest Missouri
- Northwest Missouri Office on Aging
- East Missouri Action Agency
- Southeast Missouri Office on Aging
- Care Connection for Aging Services District III AAA
- West Central Community Action Agency
- Chambers of Commerce
- Rotary Clubs

Goal: Identify areas where SCSEP participants can develop marketable job skills while contributing to communities and their employment needs.

Goal: Sub-grantees will continue to work with current and potential host agencies to identify and address community needs.

Goal: Sub-grantees will develop a plan of action to recruit appropriate host agencies within their areas to address identified needs.

SECTION 8. COORDINATION WITH OTHER PROGRAMS, INITIATIVES, AND ENTITIES

Missouri's three sub-grantees have developed on-going working relationships with the Workforce Investment Boards (WIBs) and Career Centers in the areas they serve. Staff attends WIB meetings in their regions and has Memorandums of Understanding (MOUs) with Career Centers throughout the State to ensure the needs of older workers are identified and addressed. DHSS is an active participant on the State Workforce Investment Board Committee.

The sub-grantees utilize the State's ten Area Agencies on Aging as host agencies, as well as having MOUs with them. SCSEP participants are referred to the AAAs, as well as other agencies, for services including transportation, nutrition services, and health related programs. Sub-grantees utilize different organizations and educational institutions for the provision of computer training as well as assessing job readings.

The State has developed a number of initiatives to address the readiness of workers for the current and future employment opportunities.

Below is a listing of initiatives and resources available to workers and employers to increase employment opportunities and prepare the state for future workforce challenges.

Missouri has a web portal for information and on-line services provided by the Division of Workforce Development (DWD). The url is: www.jobs.mo.gov.

Shared Work Program

The Shared Work Program is an alternative to layoffs for employers faced with a reduction in available work. It allows an employer to divide the available work among a specified group of affected employees instead of a layoff.

Missouri Rapid Response

Missouri Rapid Response is a website that provides businesses and workers experiencing layoffs or closures assistance and services. There is no charge for these programs and services, either to the companies or workers who use them.

Missouri IDEA Funds

The Missouri IDEA (Innovation, Development, and Entrepreneurship Advancement) Funds promote the formation and growth of businesses that engage in the transfer of science and technology into job creation. The funds provide financing to eligible businesses through four components that correspond to the four stages of growth for investment-grade high growth businesses: (1) pre-seed capital stage financing; (2) seed capital stage financing; (3) venture capital stage financing; and (4) expansion-stage debt. Funding decisions are made on a quarterly basis through a competitive application process.

Strategic Initiative for Economic Growth

The purpose of this initiative is to identify a clear path for growth in the Missouri economy; the 2010 Strategic Initiative for Economic Growth has been launched by Governor Nixon. The Initiative will engage representatives from business, labor, higher education, and economic development across the state to chart a path for transforming the Missouri economy into a long-term, sustainable, 21st century growth economy. The initiative will be coordinated by the Missouri Department of Economic Development and a professional facilitator experienced in economic development strategic planning. Upon completion of the 6-9 month process, the final Initiative plan will identify a vision and mission for transforming the Missouri economy within 5 years; data driven strategic and tactical plans required to accomplish the vision and mission; targeted high growth industries that will drive economic growth in the state; and other economic factors that support long-term economic growth including innovation, workforce, access to capital, quality of life, tax structure and incentives.

The Missouri Manufacturing Extension Partnership

The Missouri Manufacturing Extension Partnership (MMEP), operated by Missouri Enterprise, is an organization comprised of experienced manufacturing and business management professionals, which delivers hands-on business and technical assistance directly to our state's small- and medium-size manufacturing companies. The organization's staff provides helps Missouri companies succeed by providing assistance in developing new products, finding new markets and new customers, increasing productivity, controlling costs and meeting global competition.

Show-Me Heroes

In January 2010, Governor Nixon launched the ‘*Show-Me Heroes*’ initiative to help Missouri’s Veterans and members of the National Guard & Reserve reconnect with meaningful careers, and to showcase Missouri employers who have pledged to do so.

In addition to the resources, tools, and links to aid in the job search, this website lists the names of every employer who has pledged their support to the *Show-Me Heroes* program. By clicking on the Missouri map below, members of Missouri’s military community can see the employers in their region who have taken the pledge. In addition, using jobs.mo.gov will allow Veterans to post their resume and employers to connect with Veterans looking for a job.

Work Ready Program

DWD has partnered with DOLIR to implement an innovative training program to provide occupational training to UI Recipients. The **WorkReadyMissouri** program allows UI recipients to receive occupational training on-site with an employer for 24 hours per week, while still receiving their UI benefits and a small training allowance. The program will give participants the opportunity to learn new skills for their résumé, maintain a connection to the workforce and potentially lead to employment. Another target group is ex-offenders.

Trade Act Program

Employment assistance for people who have lost their jobs due to foreign competition or because the employer relocated the job to another country. Trade Act benefits are intended to help individuals return to suitable employment. Benefits available for qualified individuals are: **Training assistance**, Job Search Allowances, Relocation Allowances, Trade Readjustment Allowances (income support while in training) and a Health Coverage Tax Credit.

Missouri Employment and Training Program

A Department of Social Services required training program for SNAP recipients, ages 16-60, to register for work and participate in an eight week individual job search activity.

Goal: Sub-grantees will coordinate with the state’s Initiatives and resources to enhance training and employment opportunities for SCSEP participants.

Goal: WIA – Sub-grantees will coordinate with WIBs and Career Centers on employment and training opportunities.

Goal: Coordinating with private and public entities – to include health, legal, services to the disabled, transportation, nutrition, veteran services, etc.

Goal: Coordinate with local veteran representatives (at career centers), partners, and the community to promote the hiring of veterans we serve

SECTION 9. AVOIDANCE OF DISRUPTIONS

DOL allocates SCSEP-subsidized community service slots to each county using a formula based on the number of individuals ages 55 and older with incomes at or below 125% of the federal

poverty level. When slots are adjusted due to increases or decreases in census data or the modification of slots to ensure equitable distribution throughout the state, sub-grantees ensure participants are not adversely affected. Redistribution will be done through attrition, such as retirements, relocations, duration limits and unsubsidized job placement.

Goal: Ensure participants are not adversely affected by redistribution of allocated slots by working with other sub-contractors or national providers to ensure no disruption of services.

SECTION 10. IMPROVEMENT OF SCSEP SERVICES

SCSEP is the only employment resource available to specifically serve low-income older workers. Many lower income seniors are unlikely to find work without the support provided through SCSEP. As the older segment of the population expands disproportionately with the younger population, it is expected that services for the elderly will create a burden in many communities. DSDS and the sub-grantees will increase participation in Career Centers, Workforce Development Boards and agencies or programs providing employment and training services. There are areas within the state where sub-grantees will increase their involvement in the career centers and local boards. Sub-grantees will develop MOUs with local career centers and regional WIBs. DSDS will determine compliance of this recommendation through the formal monitoring process.

SCSEP is a vital component of workforce services for older workers, therefore, DSDS will continue to work closely with DOLIR, DED, and other workforce partners to ensure through outreach and education that the contributions of older workers are understood and appreciated. DSDS and sub-grantees will continue to collaborate with WIA and Career Centers to provide older workers with training targeted to high growth jobs.

DHSS and the sub-grantees will promote local and national events, such as: Outstanding Older Worker Week, Older Americans Month and National Employ Older Workers Week, in their respective regions.

Goal 1: DSDS and sub-grantees will strengthen involvement at the state and local levels through:

- Development of MOUs with local WIBs and career centers;
- Promotion of local, state and national events promoting older workers; and
- Annual planning meeting for equitable distribution of slots.

Goal 2: DSDS will ensure compliance with program requirements through:

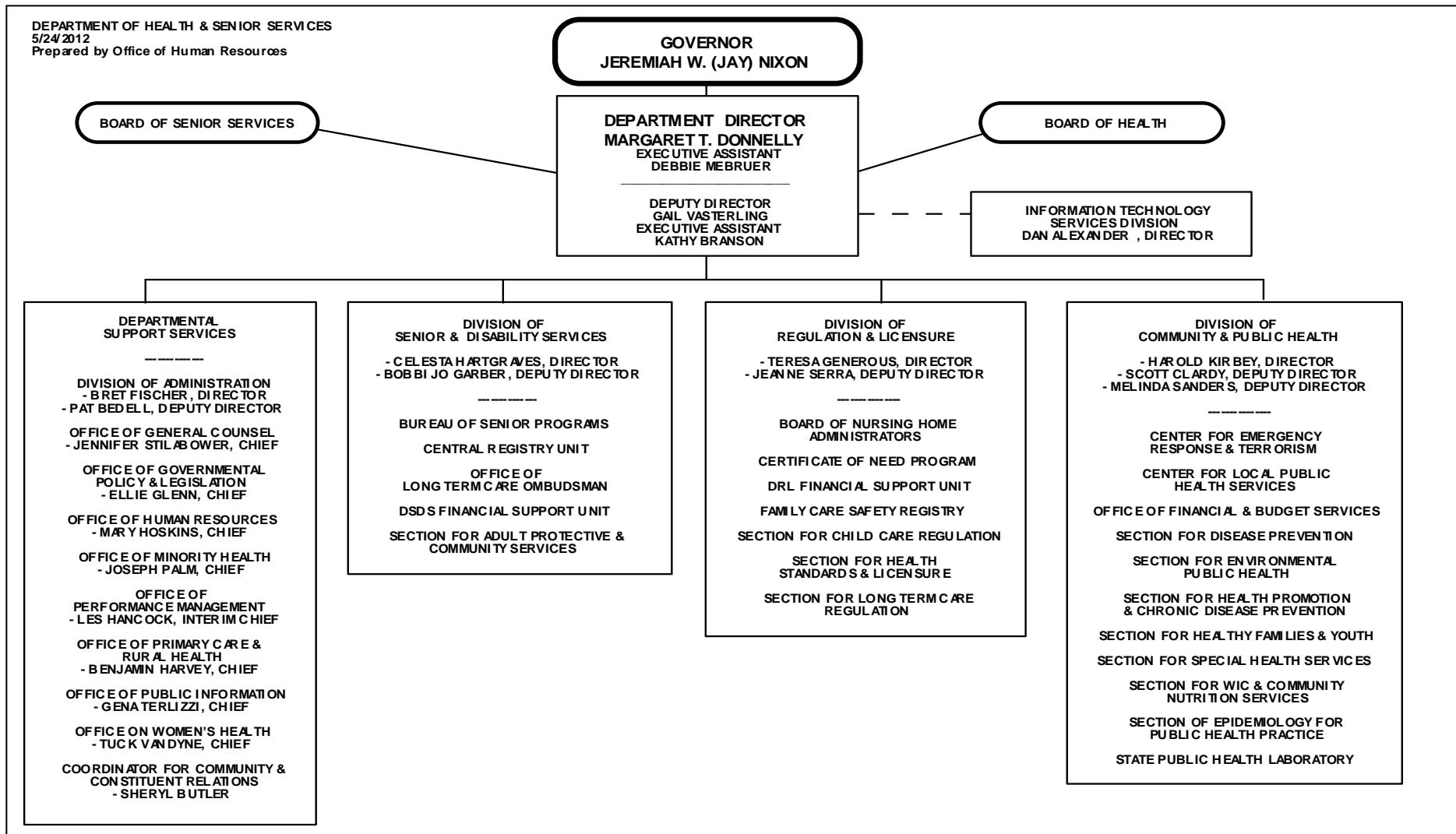
- Formal monitoring process;
- Monitor management reports through SPARQ
- Provide feedback to sub-grantees on performance as needed
- Require sub-grantees to submit plan of action/corrective action plan when program goals not met

SECTION 11. ATTACHMENTS

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ATTACHMENT A

DHSS ORGANIZATIONAL CHART



ATTACHMENT B
LETTERS OF ATTESTATION

July 2, 2012

TO: Vicki Keller
Department of Health and Senior Services

SUBJECT: Letter of Attestation

I hereby attest that I have actively participated in the planning of the Senior Community Services Employment Program (SCSEP) State Plan that was held, via conference call, on July 2, 2012. I have submitted comments and suggestions for inclusion in the Plan and look forward to reviewing the final draft.

Sincerely,

A handwritten signature in blue ink, appearing to read "Chastity Young".

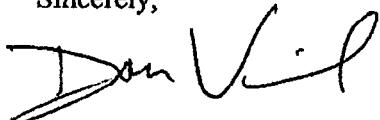
Chastity Young
Director of Legislative and Public Affairs
Missouri Department of Labor and Industrial Relations

July 2, 2012

TO: Vicki Keller
Department of Health and Senior Services
SUBJECT: Letter of Attestation

I hereby attest that I have actively participated in the planning of the Senior Community Services Employment Program (SCSEP) State Plan that was held, via conference call, on July 2, 2012. I have submitted comments and suggestions for inclusion in the Plan and look forward to reviewing the final draft.

Sincerely,



DON JAISVILL
DIRECTOR OF SCSEP
MERS/Missouri Goodwill
314-646-2293

ExperienceWorks

Formerly Green Thumb

To: Vicki Keller, Department of Health and Senior Services
From: Diane Chambers, State Director
Re: Letter of Attestation
Date: July 18, 2012

I hereby attest that I have actively participated in the planning of the Senior Community Services Employment Program (SCSEP) State Plan that was held, via conference call, on July 2, 2012. I have submitted comments and suggestions for inclusion in the Plan and look forward to reviewing the final draft.


7-18-12

July 2, 2012

TO: Vicki Keller
Department of Health and Senior Services

SUBJECT: Letter of Attestation

I hereby attest that I have actively participated in the planning of the Senior Community Service Employment Program (SCSEP) State Plan that was held, via conference call, on July 2, 2012. I have submitted comments and suggestions for inclusion in the Plan and look forward to reviewing the final draft.

Sincerely,

Craig Eichelman
State Director
AARP Missouri

July 2, 2012

TO: Vicki Keller
Department of Health and Senior Services

SUBJECT: Letter of Attestation

I hereby attest that I have actively participated in the planning of the Senior Community Services Employment Program (SCSEP) State Plan that was held, via conference call, on July 2, 2012. I have submitted comments and suggestions for inclusion in the Plan and look forward to reviewing the final draft.

Sincerely,

Michael Spur
Program Manager Catholic Charities

July 2, 2012

TO: Vicki Keller
Department of Health and Senior Services

SUBJECT: Letter of Attestation

I hereby attest that I have actively participated in the planning of the Senior Community Services Employment Program (SCSEP) State Plan that was held, via conference call, on July 2, 2012. I have submitted comments and suggestions for inclusion in the Plan and look forward to reviewing the final draft.

Sincerely,

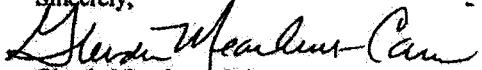
F. Marie Barton, BSW, APS JJ
Bureau of Senior Programs
DHSS, Division of Senior & Disability Services
912 Wildwood
P.O. Box 570
Jefferson City MO 65102
P: 573 526 3244
F: 573 522 3024
FMarie.Barton@health.mo.gov

July 2, 2012

TO: Vicki Keller
Department of Health and Senior Services
SUBJECT: Letter of Attestation

I hereby attest that I have actively participated in the planning of the Senior Community Services Employment Program (SCSEP) State Plan that was held, via conference call, on July 2, 2012. I have submitted comments and suggestions for inclusion in the Plan and look forward to reviewing the final draft.

Sincerely,


Glenda Meachum-Cain
Aging Program Specialist II

August 2, 2012

TO: Vicki Keller
Department of Health and Senior Services

SUBJECT: Letter of Attestation

I hereby attest that I have actively participated in the planning of the Senior Community Services Employment Program (SCSEP) State Plan that was held, via conference call, on July 2, 2012. I have submitted comments and suggestions for inclusion in the Plan and look forward to reviewing the final draft.

Sincerely,



Michael Brewer, J.D.
Missouri SCSEP coordinator

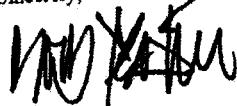
July 19, 2012

TO: Vicki Keller
Department of Health and Senior Services

SUBJECT: Letter of Attestation

I hereby attest that I have actively participated in the planning of the Senior Community Services Employment Program (SCSEP) State Plan that was held, via conference call, on July 2, 2012. I have submitted comments and suggestions for inclusion in the Plan and look forward to reviewing the final draft.

Sincerely,



Robert Yeaton
Director

AARP Foundation WorkSearch
St. Louis County
11681 West Florissant
St. Louis MO 63033

314-830-3600

ATTACHMENT C

PUBLIC COMMENT

The DHSS posted the SCSEP State Plan on the web at <http://health.mo.gov/information/publicnotices/publiccomment.php> for a period of ten days, ending August 6, 2012. Email notices were also sent to all participants of the planning workgroup and a DHSS listserv of aging and disability agencies, organizations, and advocates. The email stated the SCSEP Strategic Plan has been posted for public review and provided an opportunity to submit comments. The two links below were provided to ensure access to the plan.

<http://health.mo.gov/information/publicnotices/publiccomment.php>

<http://www.health.mo.gov/seniors/senioremployment/>

There were no public comments submitted as of the deadline of August 6, 2012.

ATTACHMENT D
AREAS SERVED /POSITIONS AUTHORIZED

Area A (Sub-grantee Experience Works)		Area D (Sub-grantee MERS/Goodwill)	
Atchison County	2	St. Louis City	32
Clark County	2	TOTAL AREA D	32
Gasconade County	4		
Gentry County	1		
Holt County	1		
Lewis County	1		
Marion county	1		
Nodaway County	2		
Scotland County	1		
TOTAL AREA A	15	Cass County	5
		Clay County	9
		Jackson County	33
		Lafayette County	3
		Ray County	2
Area B (Sub-grantee Experience Works)		TOTAL AREA E	52
Barton County	2		
Benton County	2		
Johnson County	3		
TOTAL AREA B	7		
Area C (Sub-grantee Experience Works)		Area F ((Sub-grantee MERS/Goodwill)	
Cape Girardeau County	9	Franklin county	15
Perry County	2	Jefferson County	25
Ste. Genevieve County	2	St Charles County	25
St. Francois County	10	St. Louis County	32
TOTAL AREA C	23	TOTAL AREA F	97
		Total Missouri Authorized Positions	226

ATTACHMENT E
DOL PY 2012 EQUITABLE DISTRIBUTION

PY 11			
County	State Grantee	National Grantees	Congressional District
Adair		6	9
Andrew		4	6
Atchison	2	0	6
Audrain	0	8	9
Barry	0	9	7
Barton	2	2	4
Bates	0	5	4
Benton	2	6	4
Bollinger	0	5	8
Boone	5	10	9
Buchanan	0	19	6
Butler	0	15	8
Caldwell	0	3	6
Callaway	0	7	9
Camden	0	8	4, 9
Cape Girardeau	11	2	8
Carroll	0	5	6
Carter	0	2	8
Cass	5	5	4, 5
Cedar	0	5	4
Chariton	0	5	6
Christian	0	8	7
Clark	2	0	9
Clay	8	9	6
Clinton	0	5	6
Cole	2	9	4
Cooper	0	4	6
Crawford	2	5	9
Dade	0	3	4
Dallas	0	6	4
Daviess	0	2	6
DeKalb	0	4	6
Dent	0	6	8
Douglas	0	6	8
Dunklin	0	11	8
Franklin	11	0	9
Gasconade	3	1	9
Gentry	1	3	6
Greene	1	40	7
Grundy	0	5	6
Harrison	0	4	6
Henry	2	5	4

PY12		
State Grantee	National Grantees	Congressional District
0	5	6
0	4	6
2	0	6
0	6	4, 6
0	8	7
2	2	4
0	5	4
2	7	4
0	4	8
0	14	4
0	17	6
0	14	8
0	2	6
0	5	3
0	8	3, 4
9	2	8
0	3	6
0	3	8
5	5	4
0	5	4
0	3	6
0	10	7
2	0	6
9	11	5, 6
0	3	6
0	10	3
0	4	4
0	5	8
0	3	4
0	5	4
0	2	6
0	3	6
0	5	8
0	6	8
0	12	8
15	0	3
4	1	3
1	2	6
0	45	7
0	4	6
0	4	6
0	7	4

Hickory	0	4	4
Holt	2	2	6
Howard	0	3	6
Howell	0	11	8
Iron	0	4	8
Jackson	32	73	4, 5, 6
Jasper	4	19	7
Jefferson	12	0	3
Johnson	3	4	4
Knox	1	2	9
Laclede	0	11	4
Lafayette	3	4	4
Lawrence	2	8	7
Lewis	2	3	9
Lincoln	0	6	2
Linn	0	6	6
Livingston	0	5	6
McDonald	0	5	7
Macon	0	6	9
Madison	0	5	8
Maries	0	3	9
Marion i	2	7	9
Mercer	0	2	6
Miller	0	7	9
Mississippi	0	6	8
Moniteau	0	3	4
Monroe	0	3	9
Montgomery	0	4	9
Morgan	0	6	4
New Madrid	0	8	8
Newton	0	11	7
Nodaway	2	3	6
Oregon	0	5	8
Osage	0	3	9
Ozark	0	4	8
Pemiscot	0	9	8
Perry	2	2	8
Pettis	2	8	4
Phelps	3	8	8
Pike	1	5	9
Platte	2	5	6
Polk	1	7	4 7,
Pulaski	0	5	4
Putnam	0	4	6
Ralls	0	2	9
Randolph	0	7	9
Ray	2	2	4
Reynolds	0	3	8

0	6	4
1	0	6
0	2	4
0	14	8
0	4	8
33	75	5, 6
0	23	7
25	0	2, 3, 8
3	3	4
0	1	6
0	8	4
3	3	5
0	10	7
1	1	6
0	5	3
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0	5	6
0	4	8
0	2	3
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0	1	6
0	9	3
0	5	8
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0	2	6
0	3	3
0	7	4
0	7	8
0	11	7
2	2	6
0	6	8
0	3	3
0	4	8
0	7	8
2	2	8
0	10	4
0	8	8
0	4	6
0	8	6
0	10	7
0	7	4
0	2	6
0	2	6
0	6	4
2	2	5
0	2	8

Ripley	0	7	8
St. Charles	8	0	2, 9
St. Clair	0	4	4
Ste. Genevieve	2	2	3
St. Francois	11	5	8
St. Louis County	32	88	1, 2
St. Louis city	34	67	3
Saline	0	5	4
Schuyler	0	2	6
Scotland	1	2	9
Scott	0	11	8
Shannon	0	4	8
Shelby	0	2	9
Stoddard	0	11	8
Stone	0	8	7
Sullivan	0	4	6
Taney	3	6	7, 8
Texas	0	9	8
Vernon		6	4
Warren		5	9
Washington		6	8
Wayne		6	8
Webster		8	4
Worth		1	6
Wright		7	8
Missouri Totals	228	866	

0	5	8
25	0	2, 3
0	5	4
2	1	8
10	4	8
32	89	1, 2
32	62	1
0	6	5
0	2	6
1	1	6
0	13	8
0	3	8
0	2	6
0	10	8
0	7	7
0	3	6
0	11	7
0	10	8
0	6	4
0	5	3
0	8	8
0	7	8
0	8	4, 7
0	0	6
0	8	8
226	860	

ATTACHMENT F

LISTING OF COUNTIES BY RURAL AND URBAN POPULATIONS (SOURCE: 2010 CENSUS)

County Name	Total Population	Urban	Rural	County Name	Total Population	Urban	Rural	County Name	Total Population	Urban	Rural
Adair	25607	15914	9693	Dallas	16777	3031	13746	Maries	9176	0	9176
Andrew	17291	6695	10596	Daviess	8433	0	8433	Marion	28781	21653	7128
Atchison	5685	0	5685	DeKalb	12892	4847	8045	Mercer	3785	0	3785
Audrain	25529	15012	10517	Dent	15657	4921	10736	Miller	24748	5004	19744
Barry	35597	9517	26080	Douglas	13684	2857	10827	Mississippi	14358	9663	4695
Barton	12402	4470	7932	Dunklin	31953	15831	16122	Moniteau	15607	7382	8225
Bates	17049	3875	13174	Franklin	101492	45064	56428	Monroe	8840	0	8840
Benton	19056	2565	16491	Gasconade	15222	2912	12310	Montgomery	12236	2629	9607
Bollinger	12363	0	12363	Gentry	6738	0	6738	Morgan	20565	0	20565
Boone	162642	132088	30554	Greene	275174	236656	38518	New Madrid	18956	8177	10779
Buchanan	89201	77273	11928	Grundy	10261	5596	4665	Newton	58114	20667	37447
Butler	42794	20463	22331	Harrison	8957	2652	6305	Nodaway	23370	13220	10150
Caldwell	9424	0	9424	Henry	22272	11237	11035	Oregon	10881	2118	8763
Callaway	44332	16834	27498	Hickory	9627	0	9627	Lawrence	38634	15961	22673
Camden	44002	11340	32662	Holt	4912	0	4912	Lewis	10211	0	10211
Cape Girardeau	75674	52591	23083	Howard	10144	3646	6498	Lincoln	52566	13231	39335
Carroll	9295	3296	5999	Howell	40400	11242	29158	Linn	12761	4281	8480
Carter	6265	0	6265	Iron	10630	2673	7957	Osage	13878	0	13878
Cass	99478	67245	32233	Jackson	674158	648291	25867	Ozark	9723	0	9723
Cedar	13982	3454	10528	Jasper	117404	89589	27815	Pemiscot	18296	9282	9014
Chariton	7831	0	7831	Jefferson	218733	152684	66049	Perry	18971	8419	10552
Christian	77422	42740	34682	Johnson	52595	26064	26531	Pettis	42201	26258	15943
Clark	7139	0	7139	Knox	4131	0	4131	Phelps	45156	24283	20873
Clay	221939	200154	21785	Laclede	35571	14046	21525	Pike	18516	8447	10069
Clinton	20743	4935	15808	Lafayette	33381	14371	19010	Platte	89322	75202	14120
Cole	75990	53896	22094	Livingston	15195	9633	5562	Polk	31137	9693	21444
Cooper	17601	8237	9364	McDonald	23083	2	23081	Pulaski	52274	29257	23017
Crawford	24696	6592	18104	Macon	15566	5014	10552	Putnam	4979	0	4979
Dade	7883	0	7883	Madison	12226	4217	8009	Ralls	10167	396	9771
Randolph	25414	13933	11481	Schuylerville	4431	0	4431	Vernon	21159	8832	12327
Ray	23494	5822	17672	Scotland	4843	0	4843	Warren	32513	12017	20496
Reynolds	6696	0	6696	Scott	39191	22906	16285	Washington	25195	4919	20276
Ripley	14100	0	14100	Shannon	8441	0	8441	Wayne	13521	0	13521
St. Charles	360485	339467	21018	Shelby	6373	0	6373	Webster	36202	9438	26764
St. Clair	9805	0	9805	Stoddard	29968	9053	20915	Worth	2171	0	2171
Ste. Genevieve	18145	4329	13816	Stone	32202	3643	28559	Wright	18815	4398	14417
St. Francois	65359	39370	25989	Sullivan	6714	0	6714	St. Louis City	319294	319293	1
St. Louis County	998954	987586	11368	Taney	51675	29010	22665	Vernon	21159	8832	12327
Saline	23370	12665	10705	Texas	26008	205	25803				

ATTACHMENT G

DISABILITY CHARACTERISTICS

	Total	With a disability	Percent with a disability
Total civilian noninstitutionalized population	5,879,864	814,231	13.80%
Population under 5 years	387,426	2,945	0.80%
With a hearing difficulty	(X)	2,009	0.50%
With a vision difficulty	(X)	1,732	0.40%
Population 5 to 17 years	1,026,304	60,030	5.80%
With a hearing difficulty	(X)	7,466	0.70%
With a vision difficulty	(X)	6,467	0.60%
With a cognitive difficulty	(X)	46,117	4.50%
With an ambulatory difficulty	(X)	6,401	0.60%
With a self-care difficulty	(X)	8,559	0.80%
Population 18 to 64 years	3,662,511	440,068	12.00%
With a hearing difficulty	(X)	90,804	2.50%
With a vision difficulty	(X)	72,678	2.00%
With a cognitive difficulty	(X)	185,546	5.10%
With an ambulatory difficulty	(X)	242,111	6.60%
With a self-care difficulty	(X)	87,812	2.40%
With an independent living difficulty	(X)	161,427	4.40%
Population 65 years and over	803,623	311,188	38.70%
With a hearing difficulty	(X)	130,407	16.20%
With a vision difficulty	(X)	56,151	7.00%
With a cognitive difficulty	(X)	76,507	9.50%
With an ambulatory difficulty	(X)	200,811	25.00%
With a self-care difficulty	(X)	67,856	8.40%
With an independent living difficulty	(X)	130,447	16.20%
SEX			
Male	2,855,555	392,730	13.80%
Female	3,024,309	421,501	13.90%
RACE AND HISPANIC OR LATINO ORIGIN			
One Race	N	N	N
White alone	4,897,218	686,388	14.00%
Black or African American alone	678,957	96,200	14.20%
American Indian and Alaska Native alone	21,040	5,869	27.90%
Asian alone	92,822	3,893	4.20%
Native Hawaiian and Other Pacific Islander alone	N	N	N
Some other race alone	55,816	3,544	6.30%
Two or more races	129,376	18,135	14.00%
White alone, not Hispanic or Latino	4,771,364	674,051	14.10%
Hispanic or Latino (of any race)	208,055	17,628	8.50%
PERCENT IMPUTED			
Disability status	4.30%	(X)	(X)
Hearing difficulty	3.00%	(X)	(X)
Vision difficulty	3.30%	(X)	(X)
Cognitive difficulty	3.20%	(X)	(X)
Ambulatory difficulty	3.20%	(X)	(X)
Self-care difficulty	3.20%	(X)	(X)
Independent living difficulty	3.10%	(X)	(X)

ATTACHMENT H
VETERANS CHARACTERISTICS

	Total	Veterans	Nonveterans
Civilian population 18 years and over	4,555,615	495,420	4,060,195
PERIOD OF SERVICE			
Gulf War (9/2001 or later) veterans	(X)	8.8%	(X)
Gulf War (8/1990 to 8/2001) veterans	(X)	15.0%	(X)
Vietnam era veterans	(X)	36.0%	(X)
Korean War veterans	(X)	12.5%	(X)
World War II veterans	(X)	8.9%	(X)
SEX			
Male	48.0%	94.0%	42.4%
Female	52.0%	6.0%	57.6%
AGE			
18 to 34 years	29.7%	6.8%	32.5%
35 to 54 years	35.9%	26.1%	37.1%
55 to 64 years	15.9%	25.8%	14.7%
65 to 74 years	9.9%	19.1%	8.8%
75 years and over	8.6%	22.3%	6.9%
RACE AND HISPANIC OR LATINO ORIGIN			
One race	N	N	N
White	84.7%	88.5%	84.2%
Black or African American	10.9%	9.2%	11.1%
American Indian and Alaska Native	0.4%	0.5%	0.4%
Asian	1.6%	0.3%	1.8%
Native Hawaiian and Other Pacific Islander	N	N	N
Some other race	0.8%	0.2%	0.9%
Two or more races	1.5%	1.2%	1.6%
Hispanic or Latino (of any race)	2.9%	1.2%	3.1%
White alone, not Hispanic or Latino	82.9%	87.7%	82.4%
MEDIAN INCOME IN THE PAST 12 MONTHS (In 2010 INFLATION-ADJUSTED Dollars)			
Civilian population 18 years and over with income	23,944	31,474	22,692
Male	(X)	31,780	29,357
Female	(X)	26,630	19,729
EDUCATIONAL ATTAINMENT			
Civilian population 25 years and over	3,970,750	489,399	3,481,351
Less than high school graduate	13.2%	9.6%	13.7%
High school graduate (includes equivalency)	31.9%	33.0%	31.8%
Some college or associate's degree	29.3%	34.8%	28.5%
Bachelor's degree or higher	25.6%	22.7%	26.0%
EMPLOYMENT STATUS			
Civilian population 18 to 64 years	3,712,730	290,176	3,422,554
Labor force participation rate	77.0%	73.7%	77.3%
Civilian labor force 18 to 64 years	2,858,004	213,938	2,644,066
Unemployment rate	9.8%	9.0%	9.8%
POVERTY STATUS IN THE PAST 12 MONTHS			
Civilian population 18 years and over	4,413,481	483,433	3,930,048
Below poverty in the past 12 months	13.5%	7.7%	14.2%
DISABILITY STATUS			
Civilian population 18 years and over	4,413,481	483,433	3,930,048
With any disability	17.0%	27.2%	15.7%
PERCENT IMPUTED			
Veteran status for the population 18 years and over	3.4%	(X)	(X)
Period of service for the civilian veteran population 18 years and over	5.7%	(X)	(X)

2010 American Community Survey 1-Year

ATTACHMENT I
DEPARTMENT OF ECONOMIC DEVELOPMENT
WORKFORCE PARTNERS

Missouri State Workforce Investment Board (MoWIB)

Local Workforce Investment Boards (LWIBs)

Local economic development organizations

Multitudes of local workforce partners providing a variety of services, including not-for-profit, faith-based, etc.

Community college districts and other local educational agencies across the state

Federal (USDOL) and State agencies including those listed below, to name a few Missouri Department of Labor

Missouri Department of Social Services

Missouri Department of Elementary and Secondary Education, Division of College and Career Readiness

Missouri Department of Elementary and Secondary Education, Office of Adult Learning and Rehabilitation Services

Missouri Department of Higher Education - Science, Technology, Engineering and Mathematics

Missouri Chamber of Commerce

Missouri Community College Association

Missouri Economic Research and Information Center

Training and Employment Administrators of Missouri

United States Department of Labor, Employment and Training Administration



Arts & Communication

Career Cluster:

- Arts, Audio Visual Technology and Communications

Occupation	Openings* Over 10 Years	ANNUAL WAGES** IN MISSOURI		
		Entry	Average	Experienced
On-The-Job Training				
Athletes and Sports Competitors	247	\$23,289	\$119,617	\$167,781
Coaches and Scouts	768	\$17,267	\$37,362	\$47,409
Interpreters and Translators	274	\$26,254	\$42,158	\$50,111
Musicians and Singers	854	\$22,318	\$63,024	\$83,387
Bachelor's Degree				
Public Relations Specialists	2,667	\$30,877	\$51,774	\$62,222
Writers and Authors	822	\$30,485	\$51,872	\$62,565
Bachelor's Degree or Higher + Work Experience				
Art Directors	304	\$39,375	\$78,401	\$97,914
Broadcast News Analysts	31	\$28,997	\$72,741	\$94,613
Music Directors and Composers	320	ND	ND	ND
Producers and Directors	408	\$28,242	\$57,133	\$71,579

ND = Non Disclosed

**Occupational projections are based on 2008 data and cover the years 2008-2018. Occupations in this report are graded on a combination of average wage, percent growth, and total openings over the 10-year period of employment projections. The occupations shown represent a better than average outlook for the 10-year period.*

***Wage data are from 2008.*

[^] = Requires a strong foundation in science, technology, engineering and/or mathematics.

Note: Be sure to learn whether your desired occupation has a specific requirement for education or licensing.

The Department of Elementary and Secondary Education does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities. Inquiries related to Department programs and to the location of services, activities, and facilities that are accessible by persons with disabilities may be directed to the Jefferson State Office Building, Civil Rights Compliance (Title VI/Title IX/504/ADA/Age Act), 5th Floor, 205 Jefferson Street, Jefferson City, MO 65102-0480; telephone number 573-526-4757 or Relay Missouri 800-735-2966.



Business, Management and Technology

Career Clusters:

- Business Management and Administration
- Finance
- Information Technology
- Marketing

Occupation	Openings* Over 10 Years	ANNUAL WAGES** IN MISSOURI		
		Entry	Average	Experienced
On-The-Job Training				
Advertising Sales Agents	697	\$21,133	\$49,302	\$63,387
Bill and Account Collectors	4,520	\$20,505	\$28,784	\$32,924
Billing and Posting Clerks and Machine Operators	2,350	\$21,428	\$29,822	\$34,019
Bookkeeping, Accounting, and Auditing Clerks	5,710	\$20,685	\$31,496	\$36,902
Claims Adjusters, Examiners, and Investigators	2,248	\$34,586	\$55,253	\$65,586
Customer Service Representatives	18,469	\$20,228	\$30,986	\$36,365
Interviewers, Except Eligibility and Loan	1,898	\$18,740	\$25,745	\$29,248
Office Clerks, General	13,810	\$17,843	\$27,724	\$32,664
Receptionists and Information Clerks	5,682	\$17,082	\$23,480	\$26,678
Retail Salespersons	27,281	\$15,938	\$24,979	\$29,500
Stock Clerks and Order Fillers	8,483	\$16,081	\$22,631	\$25,905
Tellers	5,892	\$17,614	\$21,950	\$24,118
Work Experience in a Related Occupation				
First-Line Supervisors/Managers of Non-Retail Sales Workers	1,043	\$40,158	\$73,553	\$90,250
First-Line Supervisors/Managers of Office & Administrative Support Workers	5,946	\$28,776	\$47,297	\$56,557
First-Line Supervisors/Managers of Retail Sales Workers	5,688	\$24,692	\$39,020	\$46,184
Managers, All Other	1,957	\$47,995	\$89,706	\$110,562
Sales Representatives, Services, All Other	3,200	\$27,916	\$56,813	\$71,261
Sales Representatives, Wholesale and Mfg, except Technical	7,889	\$28,677	\$57,744	\$72,277
Sales Representatives, Wholesale & Mfg, Technical & Scientific Products	1,911	\$40,084	\$76,065	\$94,056
Postsecondary Vocational Training				
Insurance Appraisers, Auto Damage	92	\$33,862	\$49,678	\$57,586
Real Estate Sales Agents	994	\$20,574	\$46,811	\$59,929
Associate Degree				
Computer Specialists, All Other	1,176	\$50,786	\$74,506	\$86,366
Computer Support Specialists	3,684	\$27,872	\$43,139	\$50,772
Bachelor's Degree				
	Openings*	Entry	Average	Experienced
Accountants and Auditors	7,184	\$35,141	\$58,199	\$69,728
Budget Analysts	396	\$43,753	\$62,292	\$71,561
Business Operations Specialists, All Other	3,683	\$33,352	\$60,872	\$74,633
Compensation, Benefits, Job Analysis Specialists	1,057	\$32,703	\$51,012	\$60,166
Computer Software Engineers, Applications^	1,905	\$50,600	\$76,059	\$88,788
Computer Software Engineers, Systems Software^	1,040	\$56,419	\$78,384	\$89,366
Computer Systems Analysts^	2,761	\$50,693	\$72,018	\$82,680
Construction Managers	772	\$46,054	\$82,583	\$100,847
Cost Estimators	1,655	\$35,213	\$57,688	\$68,925
Credit Analysts	291	\$34,999	\$58,189	\$69,785
Database Administrators	738	\$35,764	\$61,022	\$73,651
Employment, Recruitment, Placement Specialists	1,445	\$28,895	\$46,262	\$54,945
Financial Analysts	938	\$42,769	\$73,465	\$88,814
Financial Examiners	348	\$43,507	\$80,701	\$99,298
Financial Specialists, All Other	350	\$40,284	\$64,346	\$76,377

Business, Management and Technology (continued)

Bachelor's Degree (continued)	Openings*	Entry	Average	Experienced
Human Resources, Training, and Labor Relations Specialists, All Other	1,311	\$36,183	\$55,967	\$65,860
Insurance Sales Agents	5,859	\$24,411	\$54,165	\$69,042
Loan Officers	1,007	\$34,383	\$61,156	\$74,543
Logisticians	400	\$43,807	\$65,784	\$76,773
Market Research Analysts	1,675	\$34,979	\$61,898	\$75,358
Network and Computer Systems Administrators	2,393	\$43,046	\$63,197	\$73,272
Network Systems & Data Communications Analysts^	2,510	\$46,454	\$74,788	\$88,955
Occupational Health and Safety Specialists	428	\$35,876	\$58,030	\$69,107
Occupational Health and Safety Technicians	197	\$32,769	\$49,567	\$57,967
Property, Real Estate & Community Association Managers	465	\$28,212	\$59,901	\$75,745
Securities, Commodities & Financial Services Sales Agents	2,041	\$31,511	\$86,505	\$114,002
Bachelor's Degree or Higher + Work Experience				
Actuaries ^	127	\$47,753	\$86,492	\$105,862
Administrative Services Managers	897	\$43,470	\$76,597	\$93,161
Compensation and Benefits Managers	129	\$65,269	\$97,396	\$113,459
Computer and Information Systems Managers	1,279	\$71,421	\$102,259	\$117,678
Financial Managers	1,322	\$64,668	\$110,278	\$133,082
Human Resources Managers, All Other	301	\$61,392	\$100,479	\$120,022
Management Analysts	1,500	\$45,100	\$71,384	\$84,526
Marketing Managers	699	\$61,588	\$111,262	\$136,098
Public Relations Managers	423	\$57,335	\$91,340	\$108,343
Sales Managers	1,267	\$57,841	\$110,584	\$136,956
Training and Development Managers	111	\$50,605	\$84,858	\$101,984
Training and Development Specialists	2,034	\$30,324	\$49,533	\$59,137
Master's Degree				
Industrial-Organizational Psychologists	41	ND	ND	ND
Operations Research Analysts^	288	\$47,701	\$70,033	\$81,199
Doctoral Degree				
Computer and Information Scientists, Research^	105	ND	ND	ND

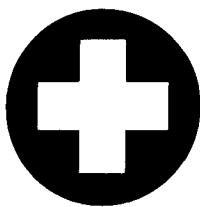
ND = Non Disclosed

**Occupational projections are based on 2008 data and cover the years 2008-2018. Occupations in this report are graded on a combination of average wage, percent growth, and total openings over the 10-year period of employment projections. The occupations shown represent a better than average outlook for the 10-year period.*

***Wage data are from 2008.*

^ = Requires a strong foundation in science, technology, engineering and/or mathematics.

Note: Be sure to learn whether your desired occupation has a specific requirement for education or licensing.



Health Services

Career Cluster:

- Health Sciences

Occupation	Openings* Over 10 Years	ANNUAL WAGES** IN MISSOURI		
		Entry	Average	Experienced
On-The-Job Training				
Dental Assistants	2,019	\$24,425	\$33,100	\$37,438
Home Health Aides	7,723	\$16,427	\$19,542	\$21,100
Medical Assistants	2,572	\$20,549	\$26,892	\$30,063
Medical Secretaries	5,276	\$20,754	\$28,089	\$31,757
Pharmacy Technicians	5,476	\$18,268	\$24,564	\$27,712
Postsecondary Vocational Award				
Emergency Medical Technicians and Paramedics	2,426	\$19,818	\$33,392	\$40,179
Licensed Practical and Licensed Vocational Nurses	7,815	\$27,003	\$34,178	\$37,766
Nursing Aides, Orderlies, and Attendants	7,768	\$17,202	\$21,661	\$23,891
Surgical Technologists	778	\$26,765	\$37,052	\$42,195
Associate Degree				
Cardiovascular Technologists and Technicians	245	\$25,470	\$42,855	\$51,547
Dental Hygienists	992	\$47,183	\$62,997	\$70,904
Diagnostic Medical Sonographers	260	\$47,585	\$61,181	\$67,980
Medical and Clinical Laboratory Technicians	960	\$21,840	\$32,580	\$37,950
Medical Equipment Repairers	477	\$28,060	\$42,874	\$50,281
Nuclear Medicine Technologists	112	\$54,795	\$64,875	\$69,916
Occupational Therapist Assistants	218	\$36,655	\$45,352	\$49,700
Physical Therapist Assistants	492	\$32,809	\$43,617	\$49,021
Radiation Therapists	118	\$46,858	\$68,402	\$79,174
Radiologic Technologists and Technicians	1,283	\$34,684	\$47,955	\$54,591
Recreational Therapists	969	\$36,733	\$46,832	\$51,881
Registered Nurses	21,029	\$41,476	\$56,667	\$64,263
Bachelor's Degree				
Athletic Trainers	238	\$30,714	\$46,136	\$53,847
Health Diagnosing & Treating Practitioners, All Other	43	\$45,394	\$76,391	\$91,890
Healthcare Practitioners & Technical Workers, All Other	386	\$25,859	\$58,327	\$74,561
Medical and Clinical Laboratory Technologists	886	\$40,445	\$51,525	\$57,065
Orthotists and Prosthetists^	22	\$44,815	\$70,016	\$82,617
Bachelor's Degree or Higher + Work Experience				
Medical and Health Services Managers	1,307	\$43,334	\$76,512	\$93,101
Master's Degree				
Epidemiologists	27	\$40,065	\$54,177	\$61,232
Occupational Therapists	787	\$47,029	\$61,156	\$68,219
Physician Assistants	288	\$35,692	\$65,594	\$80,545
Speech-Language Pathologists	851	\$40,111	\$58,581	\$67,816
First Professional Degree				
Anesthesiologists^	187	ND	\$220,123	ND
Audiologists	68	\$45,209	\$62,860	\$71,686
Chiropractors	175	\$31,526	\$68,028	\$86,280
Dentists, All Other Specialists	18	ND	\$187,205	ND
Dentists, General^	651	\$81,234	\$166,832	\$209,631
Family and General Practitioners^	1,255	\$66,825	\$150,983	\$193,061
Internists, General^	206	\$117,320	\$190,973	\$227,800
Obstetricians and Gynecologists^	182	ND	\$196,270	ND
Optometrists	391	\$60,549	\$92,118	\$107,903
Oral and Maxillofacial Surgeons^	24	ND	\$208,337	ND
Orthodontists	32	\$92,744	\$161,883	\$196,452
Pediatricians, General^	129	\$104,331	\$150,286	\$173,264

Health Services (continued)

First Professional Degree (continued)	Openings*	Entry	Average	Experienced
Pharmacists	1,997	\$84,043	\$106,242	\$117,342
Physical Therapists	1,333	\$43,619	\$62,215	\$71,512
Physicians and Surgeons, All Other	1,358	\$53,075	\$156,266	\$207,861
Prosthodontists	25	ND	ND	ND
Psychiatrists	169	\$99,603	\$154,875	\$182,511
Surgeons^	254	ND	\$219,547	ND

Doctoral Degree

Medical Scientists, Except Epidemiologists	1,041	\$46,958	\$67,086	\$77,150
Microbiologists	72	\$41,510	\$65,786	\$77,924

ND = Non Disclosed

**Occupational projections are based on 2008 data and cover the years 2008-2018. Occupations in this report are graded on a combination of average wage, percent growth, and total openings over the 10-year period of employment projections. The occupations shown represent a better than average outlook for the 10-year period.*

***Wage data are from 2008.*

^ = Requires a strong foundation in science, technology, engineering and/or mathematics.

Note: Be sure to learn whether your desired occupation has a specific requirement for education or licensing.



Human Services

Career Clusters:

- Education and Training
- Government and Public Administration
- Hospitality and Tourism
- Human Services
- Law, Public Safety, Corrections and Security

Occupation	Openings* Over 10 Years	ANNUAL WAGES** IN MISSOURI		
		Entry	Average	Experienced
On-The-Job Training				
Bartenders	4,077	\$15,029	\$18,858	\$20,773
Child Care Workers	10,112	\$15,087	\$19,041	\$21,019
Compliance Officers, except Ag, Construction, Health & Safety & Transportation	1,573	\$31,509	\$50,250	\$59,620
Cooks, Restaurant	6,552	\$16,322	\$21,307	\$23,800
Fire Fighters	2,685	\$22,305	\$43,777	\$54,514
Food Preparation Workers	3,872	\$15,407	\$19,171	\$21,053
Funeral Attendants	459	\$17,197	\$20,738	\$22,509
Hotel, Motel, and Resort Desk Clerks	2,172	\$16,399	\$19,184	\$20,577
Personal and Home Care Aides	9,344	\$15,881	\$18,714	\$20,130
Police and Sheriff's Patrol Officers	3,890	\$26,822	\$41,148	\$48,311
Police, Fire, and Ambulance Dispatchers	994	\$19,298	\$29,506	\$34,610
Postal Service Mail Carriers	2,443	\$38,066	\$48,377	\$53,532
Purchasing Agents, Except Wholesale, Retail, and Farm Products	1,829	\$32,215	\$52,686	\$62,922
Security Guards	4,413	\$17,915	\$26,940	\$31,452
Social and Human Service Assistants	1,001	\$19,184	\$27,861	\$32,200
Teacher Assistants	6,089	\$15,225	\$20,979	\$23,856
Ushers, Lobby Attendants, and Ticket Takers	2,167	\$15,908	\$19,244	\$20,912
Work Experience in a Related Occupation				
Emergency Management Specialists	132	\$31,165	\$48,180	\$56,687
Food Service Managers	590	\$38,440	\$59,988	\$70,762
Gaming Managers	84	\$40,596	\$71,738	\$87,309
Self-Enrichment Education Teachers	1,966	\$18,301	\$35,417	\$43,975
Postsecondary Vocational Award				
Court Reporters	106	\$26,544	\$49,311	\$60,694
Fitness Trainers and Aerobics Instructors	1,601	\$15,774	\$25,286	\$30,042
Gaming Dealers	1,333	\$15,026	\$21,156	\$24,221
Massage Therapists	371	\$16,245	\$35,005	\$44,385
Preschool Teachers, except Special Education	3,629	\$16,859	\$25,317	\$29,545
Skin Care Specialists	174	\$22,382	\$32,295	\$37,251
Associate Degree				
Funeral Directors	210	\$31,707	\$59,650	\$73,622
Paralegal and Legal Assistants	1,062	\$29,209	\$44,075	\$51,508
Social Science Research Assistants	65	\$27,725	\$36,452	\$40,816
Bachelor's Degree				
Adult Literacy, Remedial Education, and GED Teachers and Instructors	439	\$33,255	\$44,793	\$50,563
Child, Family, and School Social Workers	1,902	\$25,399	\$33,277	\$37,216
Community and Social Service Specialists, All Other	429	\$24,638	\$32,716	\$36,755
Directors, Religious Activities and Education	784	\$26,813	\$45,105	\$54,251
Elementary School Teachers, except Special Education	10,341	\$31,073	\$43,715	\$50,036
Forensic Science Technicians^	161	\$34,192	\$46,973	\$53,363
Health Educators	423	\$28,618	\$43,796	\$51,385
Kindergarten Teachers, except Special Education	1,370	\$30,357	\$42,023	\$47,857
Medical and Public Health Social Workers	1,488	\$27,107	\$40,878	\$47,764
Middle School Teachers, except Special and Vocational Education	4,700	\$32,229	\$43,418	\$49,013
Museum Technicians and Conservators	311	\$22,719	\$33,947	\$39,561
Personal Financial Advisors	1,241	\$37,697	\$91,284	\$118,077
Probation Officers and Correctional Treatment Specialists	772	\$32,091	\$35,824	\$37,690
Secondary School Teachers, except Special and Vocational Education	7,972	\$31,298	\$42,765	\$48,499
Social Workers, All Other	153	\$26,587	\$48,829	\$59,950
Special Education Teachers, Middle School	1,115	\$30,700	\$43,132	\$49,348

Human Services (continued)

Bachelor's Degree (continued)	Openings*	Entry	Average	Experienced
Special Education Teachers, Preschool, Kindergarten, and Elementary School	2,666	\$32,576	\$45,162	\$51,456
Special Education Teachers, Secondary School	1,806	\$33,252	\$47,477	\$54,590
Substance Abuse & Behavioral Disorder Counselors	568	\$22,940	\$38,232	\$45,878
Tax Examiners, Collectors, and Revenue Agents	787	\$27,039	\$44,095	\$52,623
Teachers and Instructors, All Other	4,473	\$19,964	\$29,061	\$33,609
Bachelor's Degree or Higher + Work Experience				
Administrative Law Judges, Adjudicators, Hearing Offi	30	\$49,475	\$89,388	\$109,344
Arbitrators, Mediators, and Conciliators	25	\$36,696	\$66,202	\$80,955
Education Administrators, All Other	71	\$40,314	\$61,965	\$72,790
Education Administrators, Elementary & Secondary	1,738	\$54,313	\$76,743	\$87,957
Education Administrators, Postsecondary	525	\$48,467	\$84,370	\$102,322
Education Administrators, Preschool & Child Care	448	\$27,731	\$41,867	\$48,934
Vocational Education Teachers, Secondary School	1,337	\$33,137	\$44,938	\$50,838
Master's Degree				
Anthropologists and Archeologists	16	\$31,910	\$46,101	\$53,197
Clergy	3,276	\$30,482	\$43,945	\$50,677
Curators	134	\$36,601	\$51,735	\$59,302
Educational, Vocational, and School Counselors	1,709	\$29,654	\$46,153	\$54,403
Instructional Coordinators	449	\$36,641	\$56,185	\$65,957
Librarians	1,038	\$34,169	\$50,471	\$58,621
Marriage and Family Therapists	136	\$30,733	\$52,959	\$64,072
Mental Health and Substance Abuse Social Workers	1,279	\$21,998	\$34,380	\$40,572
Mental Health Counselors	600	\$19,930	\$36,818	\$45,262
Psychologists, All Other	45	\$49,864	\$74,860	\$87,359
Social Scientists and Related Workers, All Other	144	ND	ND	ND
Urban and Regional Planners	142	\$39,084	\$53,398	\$60,555
First Professional Degree				
Lawyers	2,153	\$50,873	\$107,784	\$136,240
Doctoral Degree				
Agricultural Sciences Teachers, PS^	49	ND	ND	ND
Anthropology and Archeology Teachers, PS^	14	\$50,562	\$72,903	\$84,073
Architecture Teachers, PS	14	\$36,058	\$59,001	\$70,473
Area, Ethnic, and Cultural Studies Teachers, PS	449	\$37,909	\$59,271	\$69,952
Art, Drama, and Music Teachers, PS	48	\$42,256	\$68,513	\$81,642
Atmospheric, Earth, Marine & Space Sciences Teachers, PS^	304	\$39,008	\$69,369	\$84,550
Biological Science Teachers, PS^	501	\$36,440	\$74,319	\$93,259
Business Teachers, PS	108	\$41,196	\$59,960	\$69,342
Chemistry Teachers, PS^	609	\$35,040	\$56,691	\$67,516
Clinical, Counseling, and School Psychologists	194	\$36,346	\$61,269	\$73,730
Communications Teachers, PS	203	\$40,104	\$66,703	\$80,003
Computer Science Teachers, PS	100	\$32,757	\$51,236	\$60,475
Criminal Justice and Law Enforcement Teachers, PS	85	\$48,814	\$78,798	\$93,789
Economics Teachers, PS	317	\$35,558	\$57,453	\$68,400
Education teachers, PS	248	\$49,693	\$85,018	\$102,680
Engineering Teachers, PS^	402	\$35,629	\$58,100	\$69,336
English Language and Literature Teachers, PS	145	\$35,049	\$51,574	\$59,837
Foreign Language and Literature Teachers, PS	7	ND	ND	ND
Forestry and Conservation Science Teachers, PS^	28	\$43,032	\$56,150	\$62,710
Geography Teachers, PS	1,837	\$47,536	\$105,867	\$135,033
Health Specialties Teachers, PS^	148	\$36,421	\$56,857	\$67,075
History Teachers, PS	40	\$37,638	\$57,570	\$67,537
Home Economics Teachers, PS	28	\$48,105	\$94,673	\$117,958
Law Teachers, PS	34	\$42,128	\$53,745	\$59,553
Library Science Teachers, PS	305	\$35,802	\$58,541	\$69,911
Mathematical Science Teachers, PS^	308	\$42,270	\$57,580	\$65,236
Nursing Instructors and Teachers, PS^	151	\$40,071	\$60,758	\$71,101
Philosophy and Religion Teachers, PS	94	\$37,896	\$60,676	\$72,066
Physics Teachers, PS^	85	\$38,159	\$59,344	\$69,936
Political Science Teachers, PS	469	\$36,853	\$66,052	\$80,652
Postsecondary Teachers, All Other	285	\$37,441	\$62,543	\$75,093
Psychology Teachers, PS	98	\$31,979	\$48,106	\$56,170
Recreation and Fitness Studies Teachers, PS	72	\$39,529	\$58,962	\$68,678
Social Work Teachers, PS	94	\$34,301	\$59,592	\$72,237
Sociology Teachers, PS	49	ND	ND	ND

*Occupational projections are based on 2008 data and cover the years 2008-2018. **Wage data are from 2008. ND = Non Disclosed PS = Postsecondary



Natural Resources Agriculture

Career Cluster:
■ Agriculture, Food and Natural Resources

Occupation	Openings* Over 10 Years	ANNUAL WAGES** IN MISSOURI		
		Entry	Average	Experienced
Work Experience in a Related Occupation				
Farm Labor Contractors	2	ND	ND	ND
Managers of Farming, Fishing, and Forestry Workers	123	\$34,405	\$48,567	\$55,648
Associate Degree				
Veterinary Technologists and Technicians	568	\$17,715	\$27,345	\$32,160
Bachelor's Degree				
Animal Scientists	66	\$37,652	\$70,807	\$87,385
Biological Technicians^	775	\$22,599	\$36,503	\$43,456
Chemists^	462	\$39,690	\$64,593	\$77,045
Food Scientists and Technologists	169	\$36,393	\$66,387	\$81,385
Life Scientists, All Other	27	ND	ND	ND
Soil and Plant Scientists^	111	\$39,073	\$69,567	\$84,814
Bachelor's Degree or Higher + Work Experience				
Farm, Ranch, and Other Agricultural Managers	538	ND	ND	ND
Master's Degree				
Environmental Scientists and Specialists, Including Health	446	\$34,193	\$48,823	\$56,138
Geoscientists, except Hydrologists and Geographers	48	\$38,819	\$60,815	\$71,814
Hydrologists^	18	\$48,943	\$70,361	\$81,070
First Professional Degree				
Veterinarians^	554	\$45,224	\$71,112	\$84,056
Doctoral Degree				
Biochemists and Biophysicists^	216	\$35,347	\$63,276	\$77,241
Biological Scientists, All Other	257	\$41,113	\$61,022	\$70,977
Physicists^	29	\$67,131	\$104,951	\$123,861

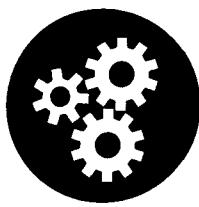
ND = Non Disclosed

**Occupational projections are based on 2008 data and cover the years 2008-2018. Occupations in this report are graded on a combination of average wage, percent growth, and total openings over the 10-year period of employment projections. The occupations shown represent a better than average outlook for the 10-year period.*

***Wage data are from 2008.*

^ = Requires a strong foundation in science, technology, engineering and/or mathematics.

Note: Be sure to learn whether your desired occupation has a specific requirement for education or licensing.



Industrial & Engineering Technology

Career Clusters:

- Architecture and Construction
- Manufacturing
- Science, Technology, Engineering and Mathematics
- Transportation, Distribution and Logistics

Occupation	Openings* Over 10 Years	ANNUAL WAGES** IN MISSOURI		
		Entry	Average	Experienced
On-The-Job Training				
Air Traffic Controllers	104	\$68,378	\$108,124	\$127,997
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	240	ND	ND	ND
Airfield Operations Specialists	8	\$24,440	\$46,135	\$56,982
Cargo and Freight Agents	583	\$30,610	\$41,336	\$46,699
Carpenters	3,449	\$26,277	\$45,746	\$55,480
Construction Laborers	2,296	\$23,244	\$38,623	\$46,313
Electrical Power-Line Installers and Repairers	1,517	\$38,125	\$53,746	\$61,557
Gas Plant Operators	78	\$41,769	\$47,556	\$50,449
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1,309	\$26,115	\$40,878	\$48,259
Industrial Machinery Mechanics	1,371	\$29,084	\$43,547	\$50,779
Insulation Workers, Mechanical	410	\$31,423	\$52,944	\$63,705
Locomotive Engineers^	401	ND	ND	ND
Locomotive Firemen	19	ND	ND	ND
Maintenance and Repair Workers, General	6,010	\$21,682	\$34,274	\$40,570
Motorboat Operators	7	ND	ND	ND
Nuclear Power Reactor Operators	59	ND	ND	ND
Operating Engineers and Other Construction Equipment Operators	1,624	\$30,391	\$46,571	\$54,662
Plumbers, Pipefitters, and Steamfitters	1,950	\$32,639	\$54,237	\$65,037
Power Distributors and Dispatchers	109	\$52,945	\$61,192	\$65,315
Power Plant Operators	459	\$32,084	\$49,533	\$58,257
Rail Yard Engineers, Dinkey Operators, and Hostlers^	19	\$31,190	\$41,940	\$47,315
Railroad Brake, Signal, and Switch Operators	360	\$33,975	\$53,708	\$63,575
Truck Drivers, Heavy and Tractor-Trailer	10,228	\$24,623	\$38,108	\$44,850
Water and Liquid Waste Treatment Plant and System Operators	949	\$23,507	\$34,844	\$40,512
Work Experience in a Related Occupation				
Captains, Mates, and Pilots of Water Vessels	162	\$37,544	\$61,479	\$73,447
First-Line Supervisors/Managers of Construction Trades and Extraction Workers	1,728	\$40,618	\$62,277	\$73,106
First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	1,967	\$37,853	\$57,151	\$66,800
Material Moving Worker, All Other	4,234	\$28,894	\$41,896	\$48,397
Ship Engineers^	53	ND	ND	ND
Transportation Inspectors	169	\$27,920	\$55,539	\$69,348
Postsecondary Vocational Award				
Automotive Service Technicians and Mechanics	3,459	\$20,570	\$34,904	\$42,072
Commercial Divers	16	\$32,365	\$54,925	\$66,206
Commercial Pilots	262	\$38,015	\$60,441	\$71,654
Electrical and Electronics Repairers, Commercial and Industrial Equipment	398	\$28,509	\$47,945	\$57,662
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	171	\$49,846	\$61,935	\$67,980
Associate Degree				
Environmental Engineering Technicians	35	\$28,007	\$46,262	\$55,389

Industrial and Engineering Technology (continued)

Bachelor's Degree	Openings*	Entry	Average	Experienced
Aerospace Engineers^	227	ND	ND	ND
Agricultural Engineers^	13	\$56,800	\$72,373	\$80,159
Architects, Except Landscape and Naval	479	\$39,050	\$65,801	\$79,177
Biomedical Engineers^	125	\$41,957	\$67,177	\$79,787
Cartographers and Photogrammetrists	167	\$32,570	\$52,655	\$62,697
Civil Engineers^	1,370	\$51,181	\$75,812	\$88,128
Electrical Engineers^	562	\$56,334	\$79,155	\$90,566
Electronics Engineers, Except Computer^	574	\$57,415	\$79,901	\$91,143
Engineers, All Other	656	\$58,420	\$83,481	\$96,012
Environmental Engineers^	313	\$49,609	\$71,924	\$83,082
Industrial Engineers^	1,136	\$51,599	\$71,352	\$81,229
Landscape Architects	70	ND	ND	ND
Materials Engineers^	138	\$61,613	\$86,971	\$99,650
Mechanical Engineers^	864	\$52,163	\$73,205	\$83,725
Nuclear Engineers^	62	ND	ND	ND
Bachelor's Degree or Higher + Work Experience				
Engineering Managers	474	\$77,065	\$104,884	\$118,794
Natural Sciences Managers	230	\$64,294	\$105,453	\$126,033
Master's Degree				
Geographers	12	\$46,942	\$63,714	\$72,100
Mathematical Scientists, All Other	3	ND	ND	ND
Statisticians^	141	\$39,210	\$65,096	\$78,039
Doctoral Degree				
Mathematicians^	14	\$64,234	\$81,514	\$90,154

ND = Non Disclosed

**Occupational projections are based on 2008 data and cover the years 2008-2018. Occupations in this report are graded on a combination of average wage, percent growth, and total openings over the 10-year period of employment projections. The occupations shown represent a better than average outlook for the 10-year period.*

***Wage data are from 2008.*

^ = Requires a strong foundation in science, technology, engineering and/or mathematics.

Note: Be sure to learn whether your desired occupation has a specific requirement for education or licensing.

Missouri's Guide to Good Opportunities — Longterm Outlook

TOP 30

Careers in Missouri with the best
outlook between 2008—2018

— NOW —

— NEXT —

— LATER —

Occupation Title	Career Grade	Total Openings 10-Yr. Period	Entry Wage	Average Wage	Exp. Wage	WorkKeys® Scores			Education/Experience Typically Required
						AM	LI	RI	
Truck Drivers, Heavy & Tractor-Trailer	B+	10,228	\$24,623	\$38,108	\$44,850	3	4	3	Moderate-term OJT
Maintenance & Repair Workers, General	B+	6,010	\$21,682	\$34,274	\$40,570	4	4	4	Moderate-term OJT
Construction Laborers	B+	2,296	\$23,244	\$38,623	\$46,313	3	4	3	Moderate-term OJT
Dental Assistants	A-	2,019	\$24,425	\$33,100	\$37,438	4	4	4	Moderate-term OJT
Operating Engineers & Other Construction Equipment Operators	B+	1,624	\$30,391	\$46,571	\$54,662	3	4	3	Moderate-term OJT
Mixing & Blending Machine Setters, Operators, & Tenders	B+	1,230	\$23,886	\$35,133	\$40,756	3	4	3	Moderate-term OJT
Advertising Sales Agents	B+	697	\$21,133	\$49,302	\$63,387	4	4	5	Moderate-term OJT
Cargo & Freight Agents	B+	583	\$30,610	\$41,336	\$46,699	4	4	4	Moderate-term OJT
Pest Control Workers	B+	511	\$20,824	\$32,799	\$38,787	3	3	4	Moderate-term OJT
Insulation Workers, Mechanical	B+	410	\$31,423	\$52,944	\$63,705	3	4	4	Moderate-term OJT
Registered Nurses	A+	21,029	\$41,476	\$56,667	\$64,263	4	4	5	Associate degree
Licensed Practical & Licensed Vocational Nurses	A-	7,815	\$27,003	\$34,178	\$37,766	4	4	4	Postsecondary voc. award
First-Line Managers of Office & Admin. Support Workers	A-	5,946	\$28,776	\$47,297	\$56,557	4	4	5	Work exp. in a related occ.
Police & Sheriff's Patrol Officers	A-	3,890	\$26,822	\$41,148	\$48,311	4	4	5	Long-term OJT
Sales Representatives, Services	A-	3,200	\$27,916	\$56,813	\$71,261	4	4	4	Work exp. in a related occ.
Fire Fighters	A-	2,685	\$22,305	\$43,777	\$54,514	4	5	4	Long-term OJT
Emergency Medical Technicians & Paramedics	A-	2,426	\$19,818	\$33,392	\$40,179	4	4	4	Postsecondary voc. award
Claims Adjusters, Examiners, & Investigators	A-	2,248	\$34,586	\$55,253	\$65,586	5	4	5	Long-term OJT
Self-Enrichment Education Teachers	A-	1,966	\$18,301	\$35,417	\$43,975	4	5	5	Work exp. in a related occ.
Managers, All Other	A-	1,957	\$47,995	\$89,706	\$110,562	5	5	5	Work exp. in a related occ.
Elementary School Teachers, Exc. Special Ed.	A-	10,341	\$31,073	\$43,715	\$50,036	3	4	4	Bachelor's degree
Secondary School Teachers, Exc. Special & Voc. Ed.	A-	7,972	\$31,298	\$42,765	\$48,499	4	5	5	Bachelor's degree
Accountants & Auditors	A	7,184	\$35,141	\$58,199	\$69,728	6	5	5	Bachelor's degree
Insurance Sales Agents	A	5,859	\$24,411	\$54,165	\$69,042	5	5	6	Bachelor's degree
Middle School Teachers, Exc. Special & Voc. Ed.	A-	4,700	\$32,229	\$43,418	\$49,013	3	4	4	Bachelor's degree
Business Operations Specialists	A-	3,683	\$33,352	\$60,872	\$74,633	5	4	5	Bachelor's degree
Computer Systems Analysts	A-	2,761	\$50,693	\$72,018	\$82,680	5	5	5	Bachelor's degree
Public Relations Specialists	A	2,667	\$30,877	\$51,774	\$62,222	0	5	5	Bachelor's degree
Special Ed. Teachers, Preschool, Kindergarten, & Elem. School	A-	2,666	\$32,576	\$45,162	\$51,456	4	5	5	Bachelor's degree
Network Systems & Data Communications Analysts	A+	2,510	\$46,454	\$74,788	\$88,955	6	5	5	Bachelor's degree

*Career Grades are assigned by considering an occupation's job growth rate, total openings, and average wages relative to other occupations in the state. **WorkKeys® is a national workforce development system that compares a worker's skills with the skills required to successfully perform a specific job. Scores are provided for three different core skill sets: Applied Mathematics (AM), Locating Information (LI), & Reading for Information (RI). ***ND denotes non-disclosed data due to confidentiality restrictions from the US Bureau of Labor Statistics.

For a complete listing of occupations, wages and skills information, visit the MERIC website at www.missourieconomy.org
Call toll free at 866.225.8113 or email MERIC at mericdata@ded.mo.gov

Occupation Title (Green Core=	Career Grade	Total Openings 10-Yr. Period	Entry Wage	Average Wage	Exp. Wage	WorkKeys® Scores			Education/Experience Typically Required
						AM	LI	RI	
Maintenance & Repair Workers	B+	6,010	\$21,682	\$34,274	\$40,570	4	4	4	Moderate-term OJT
Construction Laborers	B+	2,296	\$23,244	\$38,623	\$46,313	3	4	3	Moderate-term OJT
Operating Engineers & Other Constr. Equip. Operators	B+	1,624	\$30,391	\$46,571	\$54,662	3	4	3	Moderate-term OJT
Refuse & Recyclable Material Collectors	C	658	\$19,216	\$27,575	\$31,755	3	3	3	Short-term OJT
Installation, Maintenance, & Repair Workers	C	504	\$22,458	\$34,744	\$40,886	4	4	4	Moderate-term OJT
Automotive Service Technicians & Mechanics	B+	3,459	\$20,570	\$34,904	\$42,072	3	4	4	Postsecondary voc. award
Carpenters	B	3,449	\$26,277	\$45,746	\$55,480	5	5	4	Long-term OJT
Electricians	C+	3,047	\$32,405	\$53,111	\$63,464	4	4	4	Long-term OJT
Plumbers, Pipefitters, & Steamfitters	B	1,950	\$32,639	\$54,237	\$65,037	4	4	4	Long-term OJT
Electrical Power-Line Installers & Repairers	A-	1,517	\$38,125	\$53,746	\$61,557	4	4	4	Long-term OJT
Industrial Machinery Mechanics	B+	1,371	\$29,084	\$43,547	\$50,779	4	5	4	Long-term OJT
HVAC Mechanics & Installers	B+	1,309	\$26,115	\$40,878	\$48,259	4	5	4	Long-term OJT
Industrial Production Managers	C	815	\$51,719	\$87,737	\$105,745	5	5	5	Work exp. in a related occ.
Electrical & Electronics Repairers, Comm. & Ind. Equip.	B+	398	\$28,509	\$47,945	\$57,662	5	4	5	Postsecondary voc. award
Environmental Engineering Technicians	B	35	\$28,007	\$46,262	\$55,389	5	5	5	Associate degree
Training & Development Specialists	A	2,034	\$30,324	\$49,533	\$59,137	5	4	5	Bachelor's or higher + work exp.
Civil Engineers	A-	1,370	\$51,181	\$75,812	\$88,128	7	5	6	Bachelor's degree
Mechanical Engineers	B-	864	\$52,163	\$73,205	\$83,725	7	6	6	Bachelor's degree
Construction Managers	B+	772	\$46,054	\$82,583	\$100,847	6	5	5	Bachelor's degree
Electronics Engineers, Exc. Computer	B-	574	\$57,415	\$79,901	\$91,143	7	5	6	Bachelor's degree
Electrical Engineers	B-	562	\$56,334	\$79,155	\$90,566	7	5	6	Bachelor's degree
Environmental Scientists & Specialists	B+	446	\$34,193	\$48,823	\$56,138	5	5	5	Master's degree
Environmental Engineers	B	313	\$49,609	\$71,924	\$83,082	5	5	5	Bachelor's degree
Urban & Regional Planners	B	142	\$39,084	\$53,398	\$60,555	5	5	5	Master's degree
Landscape Architects	B	70	ND	ND	ND	5	5	5	Bachelor's degree

*Career Grades are assigned by considering an occupation's job growth rate, total openings, and average wages relative to other occupations in the state. **WorkKeys® is a national workforce development system that compares a worker's skills with the skills required to successfully perform a specific job. Scores are provided for three different core skill sets: Applied Mathematics (AM), Locating Information (LI), & Reading for Information (RI). ***ND denotes non-disclosed data due to confidentiality restrictions from the US Bureau of Labor Statistics.



Higher Education
www.dhe.mo.gov

Missouri Career Source
www.missouricareerresource.com

Missouri Connections
www.missouriconnections.org

Missouri Economy (MERIC)
www.missourieconomy.org

Apprenticeships
oa.doleta.gov/bat.cfm

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Vocational Rehabilitation
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ATTACHMENT L
LISTING OF MOUs BY SUB-GRANTEE

Experience Works

Mid-America Regional Council-Area Agency on Aging
Northeast Area Aging on Aging
Southeast Area Agency on Aging
Central Missouri Area Aging on Aging
Mid-East Area Agency on Aging
Southwest Office on Aging
Care Connection on Aging Services
Northwest Missouri Area Agency on Aging
Region X Area Agency on Aging
Central Region Workforce Investment Board, Inc.
Workforce Development Board of Western Missouri, Inc
Workforce Investment Board of SW MO
South Central Workforce Investment Board
WIB of SO MO, Missouri Career Center-Ozark Region
NW MO Career Center
NE MO WIB
South Central Region Workforce Investment Board,

Catholic Charities of Kansas City—St. Joseph, Inc.

Full Employment Council Career Center

MERS/MO Goodwill Industries

Missouri Career Centers of St. Louis County
Missouri Career Center-Downtown St. Louis City
Missouri Career Centers of Jefferson and Franklin counties
Missouri Career Center of St. Charles County,

ATTACHMENT M—SUB-GRANTEES CONTACT INFORMATION

MERS/Missouri Goodwill Industries

St. Louis County, 2545 S. Hanley Road, St. Louis, MO 63144

Contact: Don Vaisvil, toll-free (888) 651-4177; (314) 647-7453, ext. 126

Email: dvaisvil@mersgoodwill.org; <http://mersgoodwill.org>

Experience Works, Inc.

P.O. Box 414, Hwy. 32 & 65, Buffalo, MO 65622

Contact: Diane Chambers, toll-free (800) 368-7569; (417) 345-2797

Email: Diane_Chambers@experienceworks.org; <http://www.experienceworks.org>

Catholic Charities of Kansas City-St. Joseph, Inc.

20 W. 9th, Kansas City, MO 64105

Contact: Michael Spaw, toll-free (800-875-4377; (816) 221-4377

Email: mspaw@ccharities.com; <http://www.catholiccharities-kcsj.org/>

ATTACHMENT N – STATE PROJECT DIRECTOR CONTACT INFORMATION

Bureau of Senior Programs

Division of Senior and Disability Services
Missouri Department of Health and Senior Services
P.O. Box 570
Jefferson City, MO 65102-0570
Telephone: 573-526-4542
Fax: 573-522-3024
E-mail: SCSEPEmployment@health.mo.gov

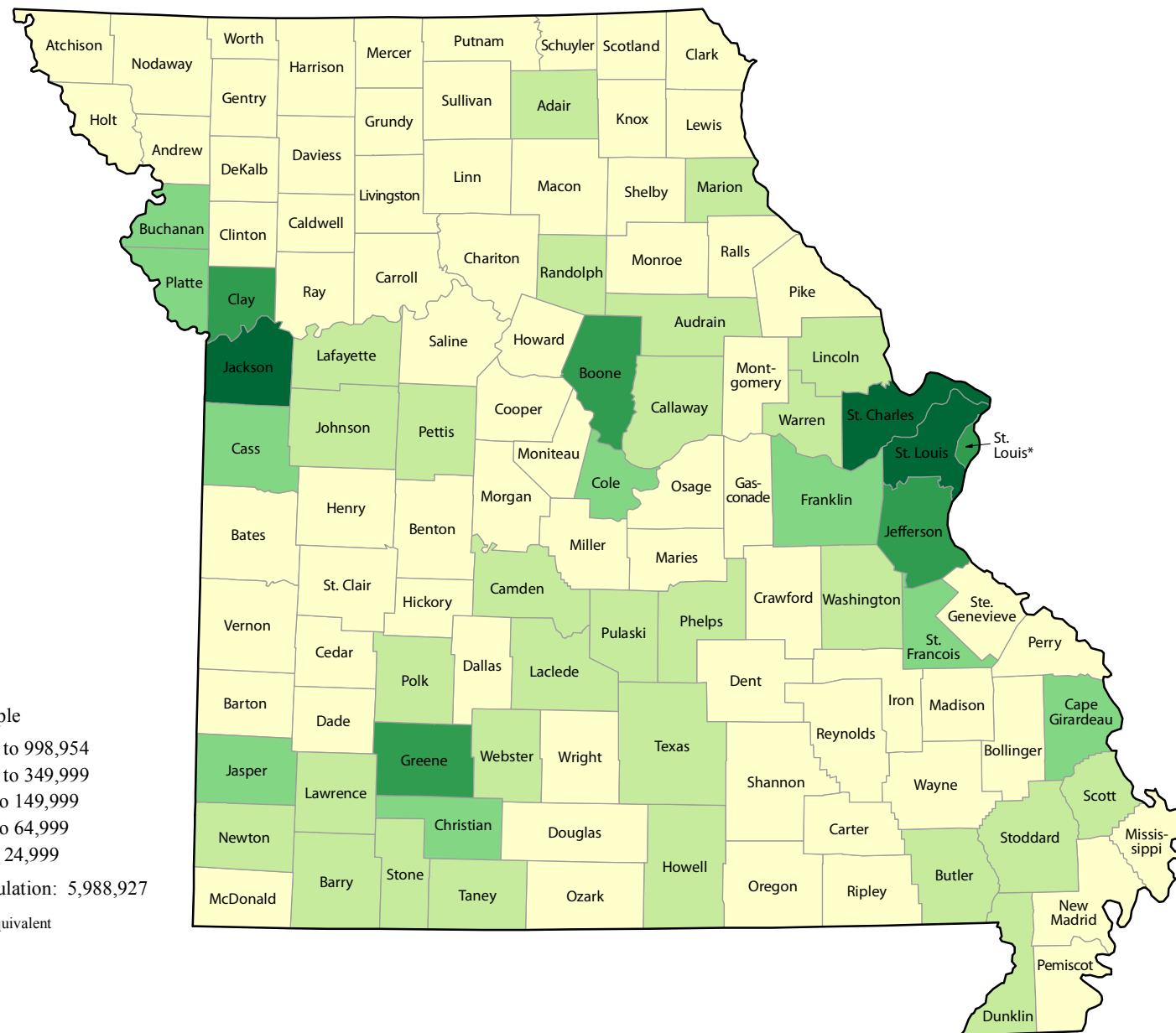
SECTION 12-MAPS

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Map 12	Change in Black/ African American Population from 2000	pg. 71
Map 13	Workforce Investment Career Centers	pg. 72

Map 1

MISSOURI - 2010 Census Results

Total Population by County



Source: U.S. Census Bureau, 2010 Census Redistricting Data Summary File
For more information visit www.census.gov.

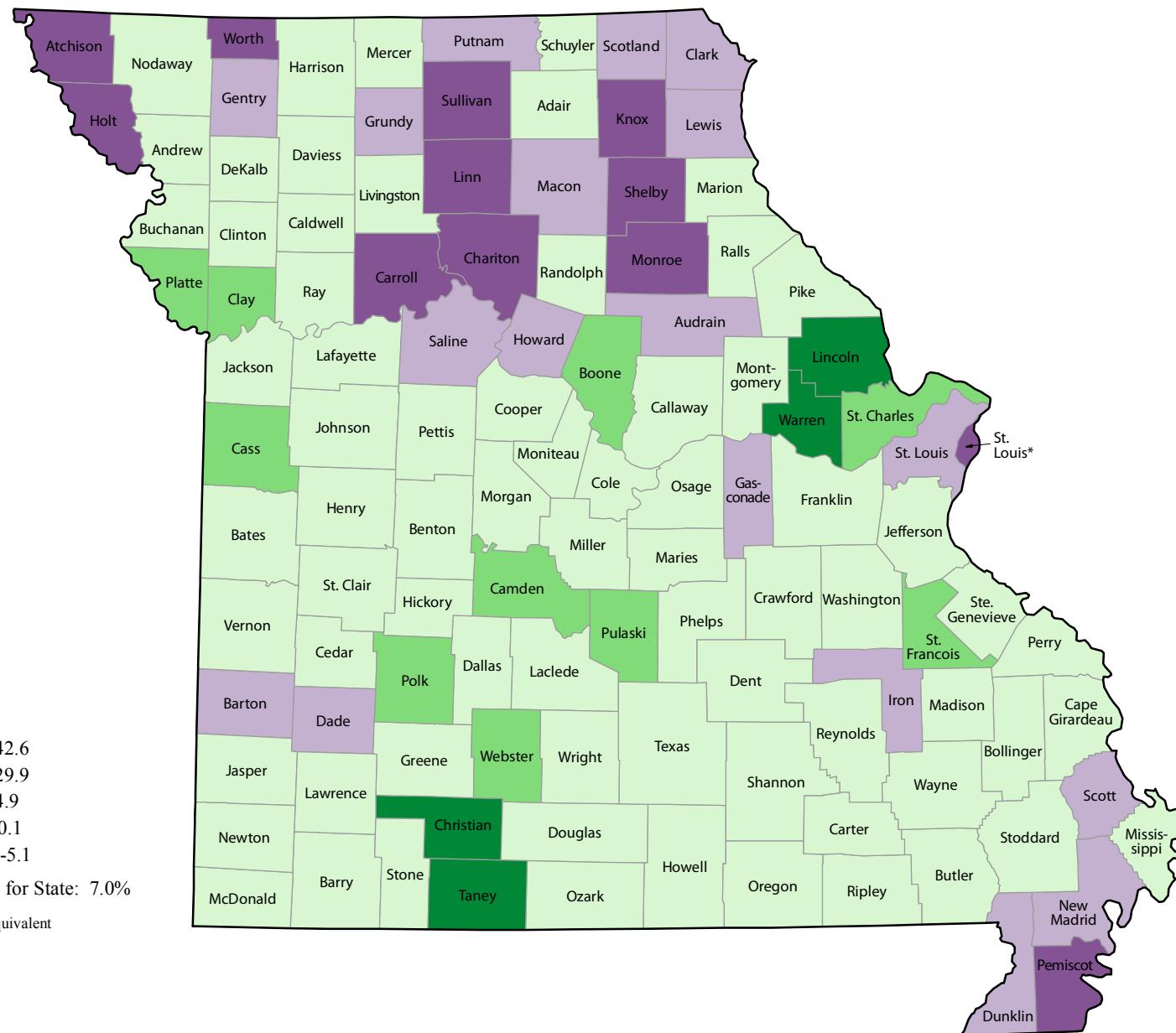
Total State Population: 5,988,927

**United States
CensusTM
Bureau**

Map 2

MISSOURI - 2010 Census Results

Percent Change in Population by County: 2000 to 2010



Source: U.S. Census Bureau, Census 2000 and 2010 Census Redistricting Data Summary File
For more information visit www.census.gov.

**United States
Census Bureau**

Map 3

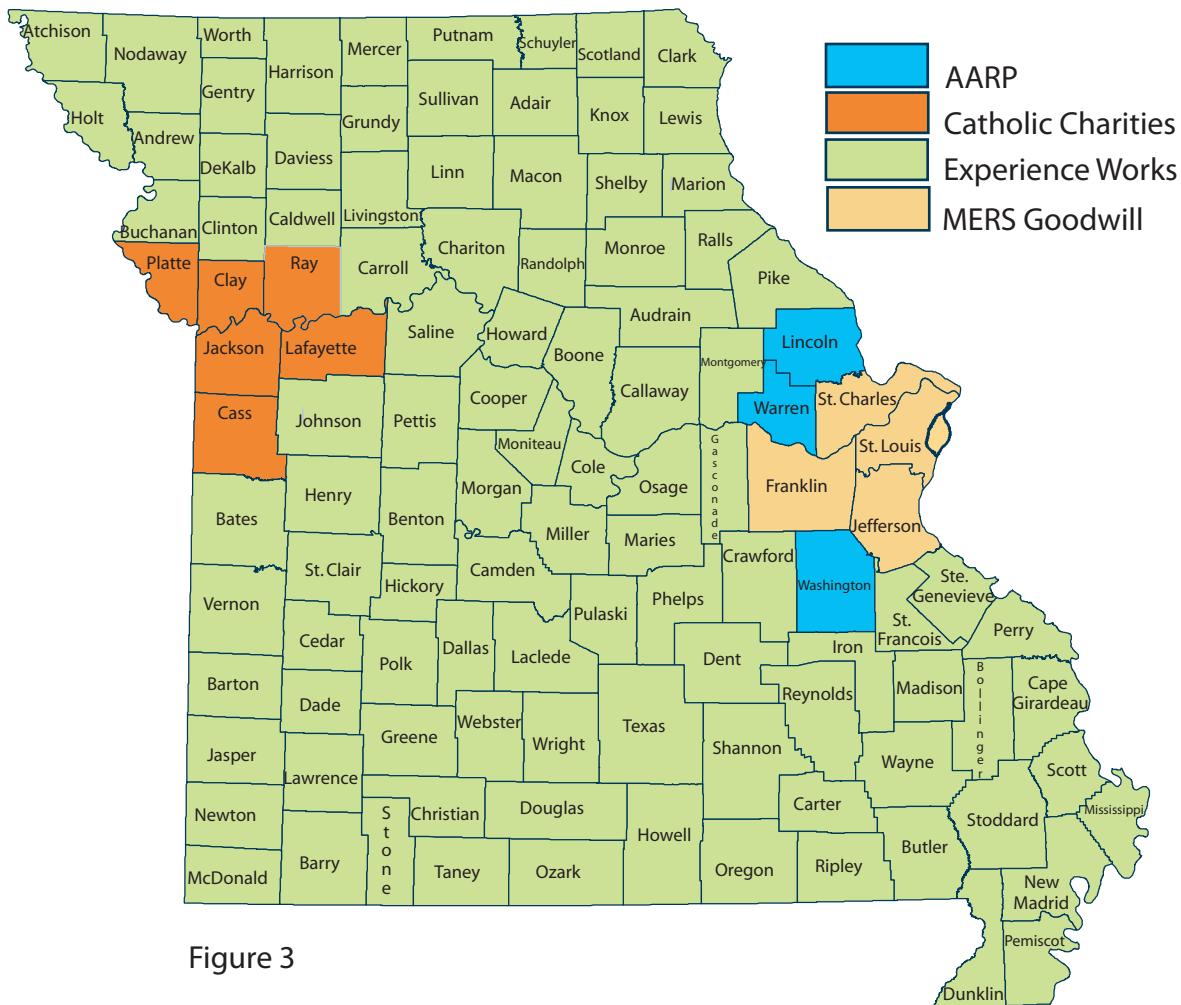
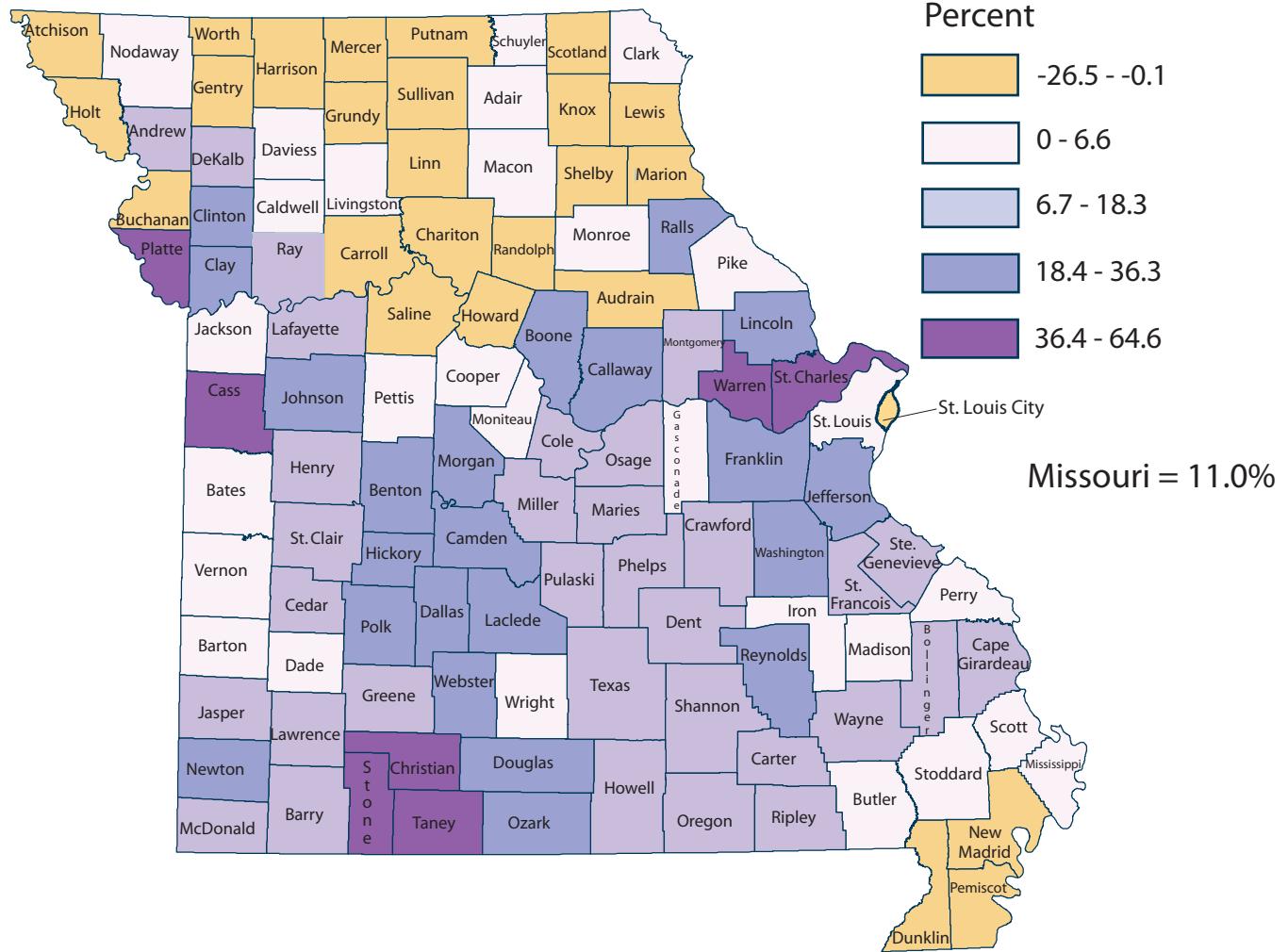


Figure 3

Percent Change in Population Age 65 and Over by County, 2000-2010



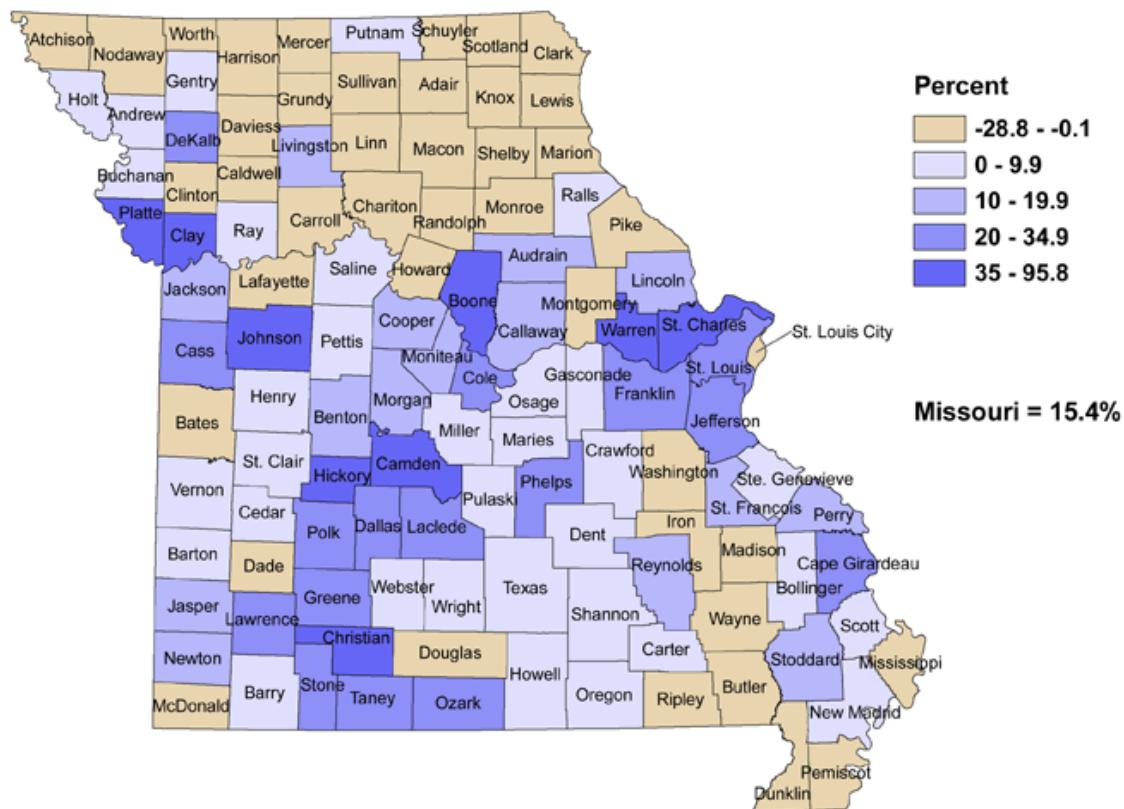
Data Source: U.S. Census Bureau, Decennial Census DP-1, 2000 and 2010

Map Prepared By: University of Missouri Extension, Office of Social and Economic Data Analysis (OSEDA)

Map Generated On: 19 May 2011

Map 5

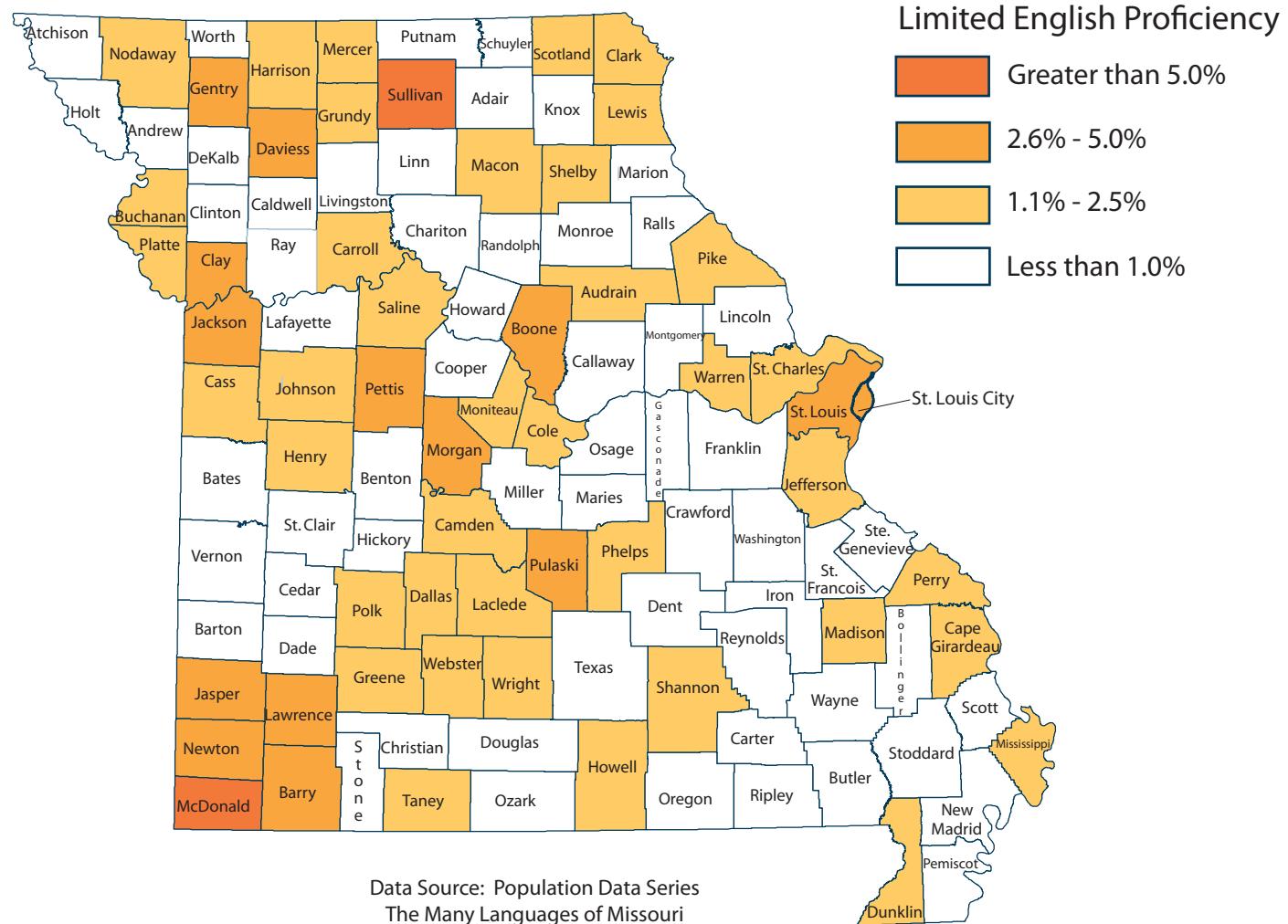
Percent Change in Population Age 85 and Over by County, 2000-2010



Data Source: U.S. Census Bureau, Decennial Census DP-1, 2000 and 2010
Map Prepared By: University of Missouri Extension, Office of Social and Economic Data Analysis (OSEDA)
Map Generated On: 19 May 2011

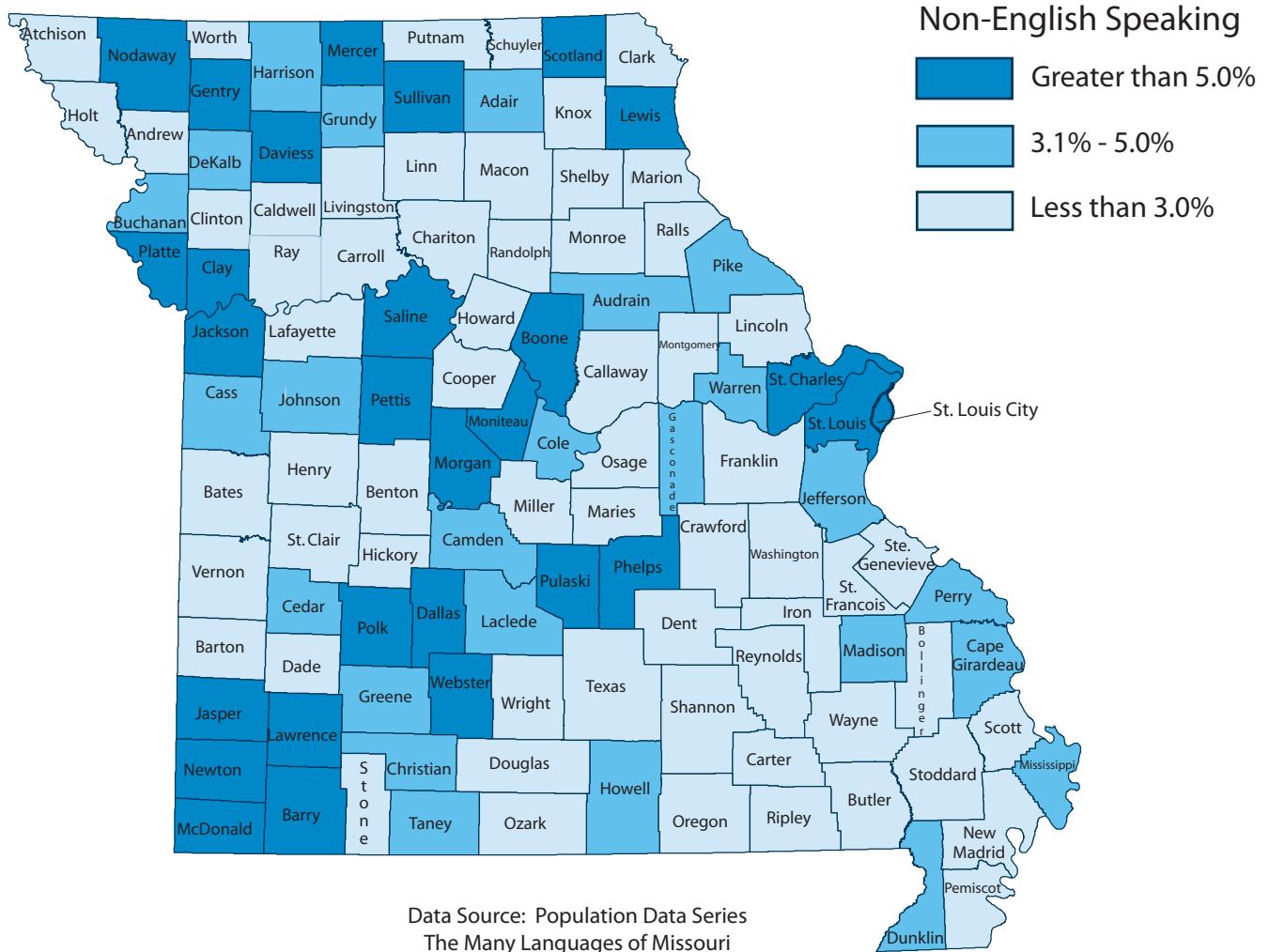
Map 6

Population with Limited English Proficiency 2010



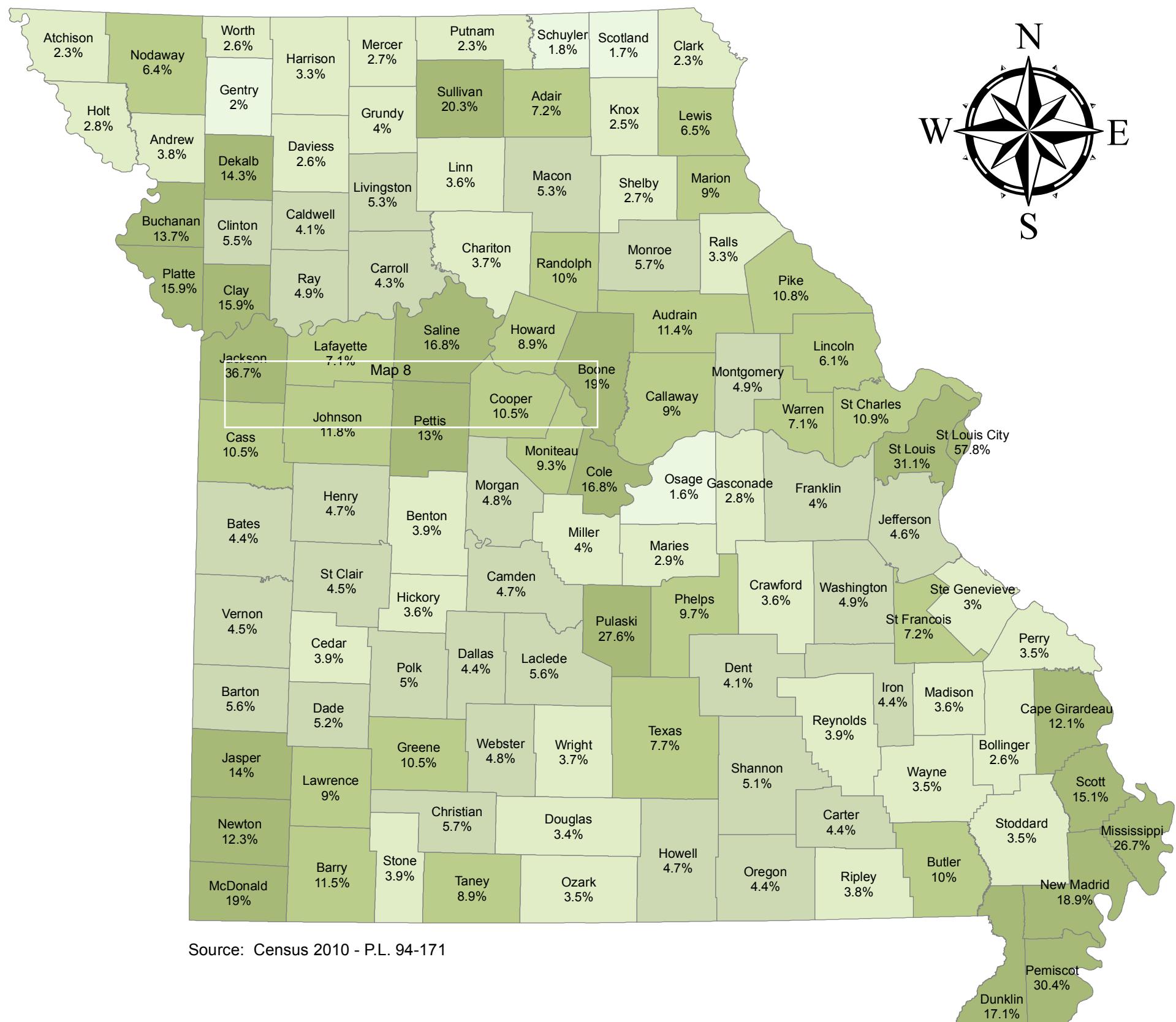
Map 7

Non-English Speaking Population 2010



Missouri

Percent Total Minority County Population 2010



Source: Census 2010 - P.L. 94-171

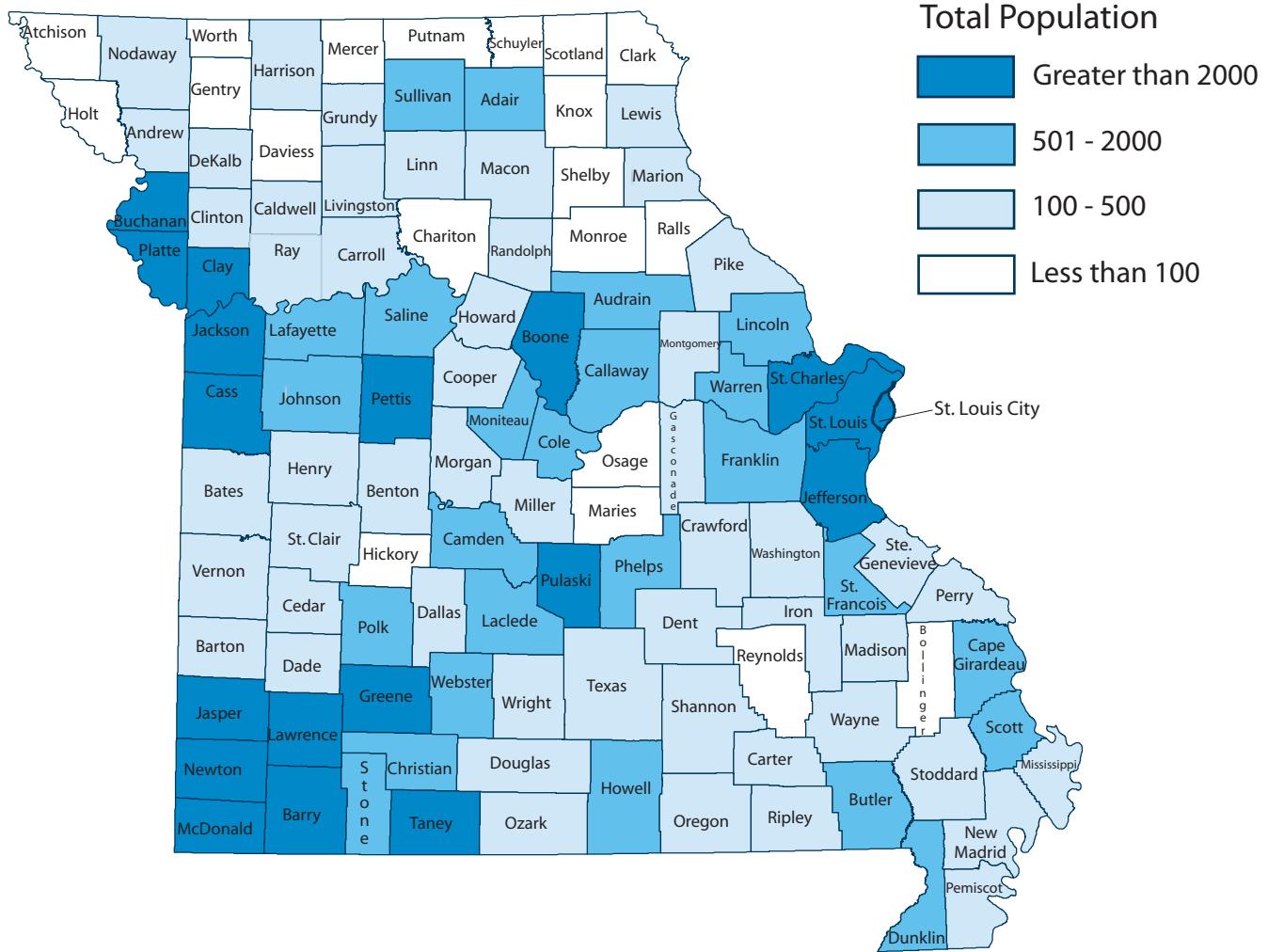
Legend

Total Minority Population 2010

- 0% to 2%
- 2.1% to 4%
- 4.1% to 6 %
- 6.1% to 12%
- 12.1% to 60%

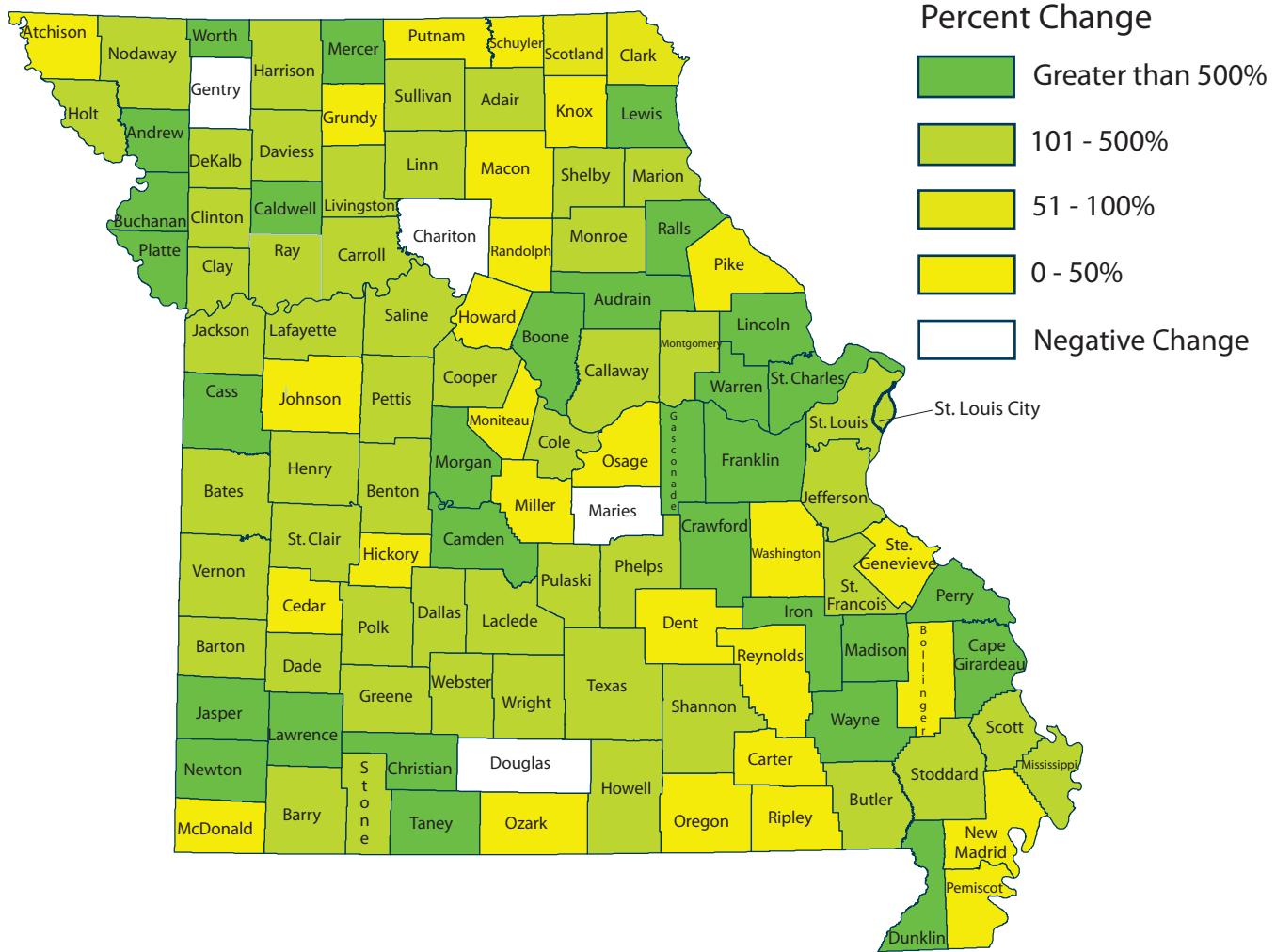
Prepared By Missouri Office of Administration
Division of Budget and Planning 3/2/2011

Hispanic or Latino Total Population 2010



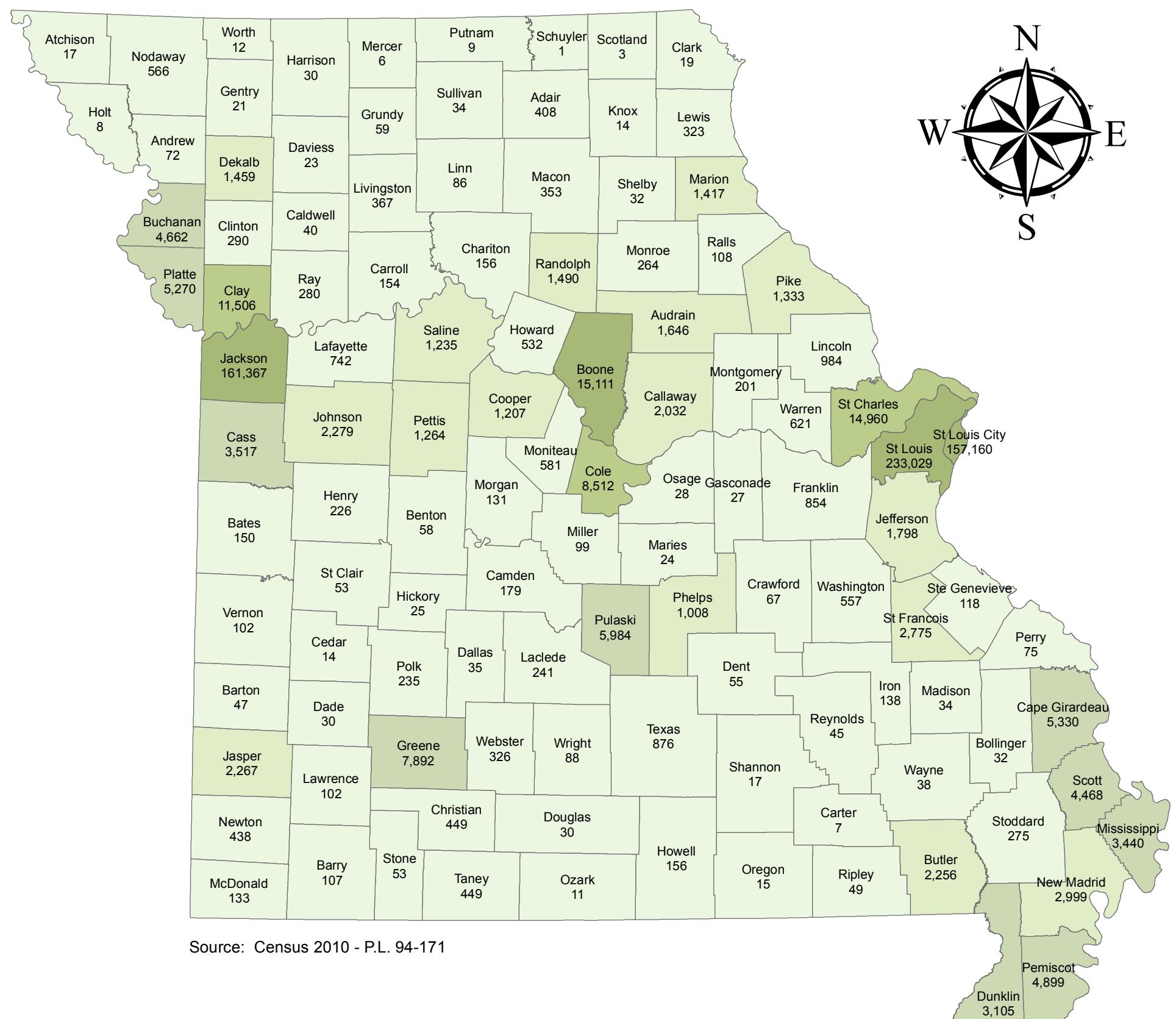
Data Source: Missouri Population Data Series
Hispanic or Latino Origin
2010 Census

Hispanic or Latino Population Growth Rate from 2000

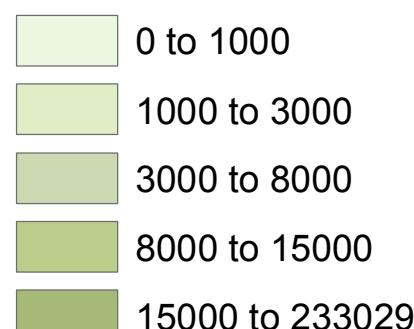


Data Source: Missouri Population Data Series
Hispanic or Latino Origin
2010 Census

Missouri County Population 2010 Black or African American Total Population

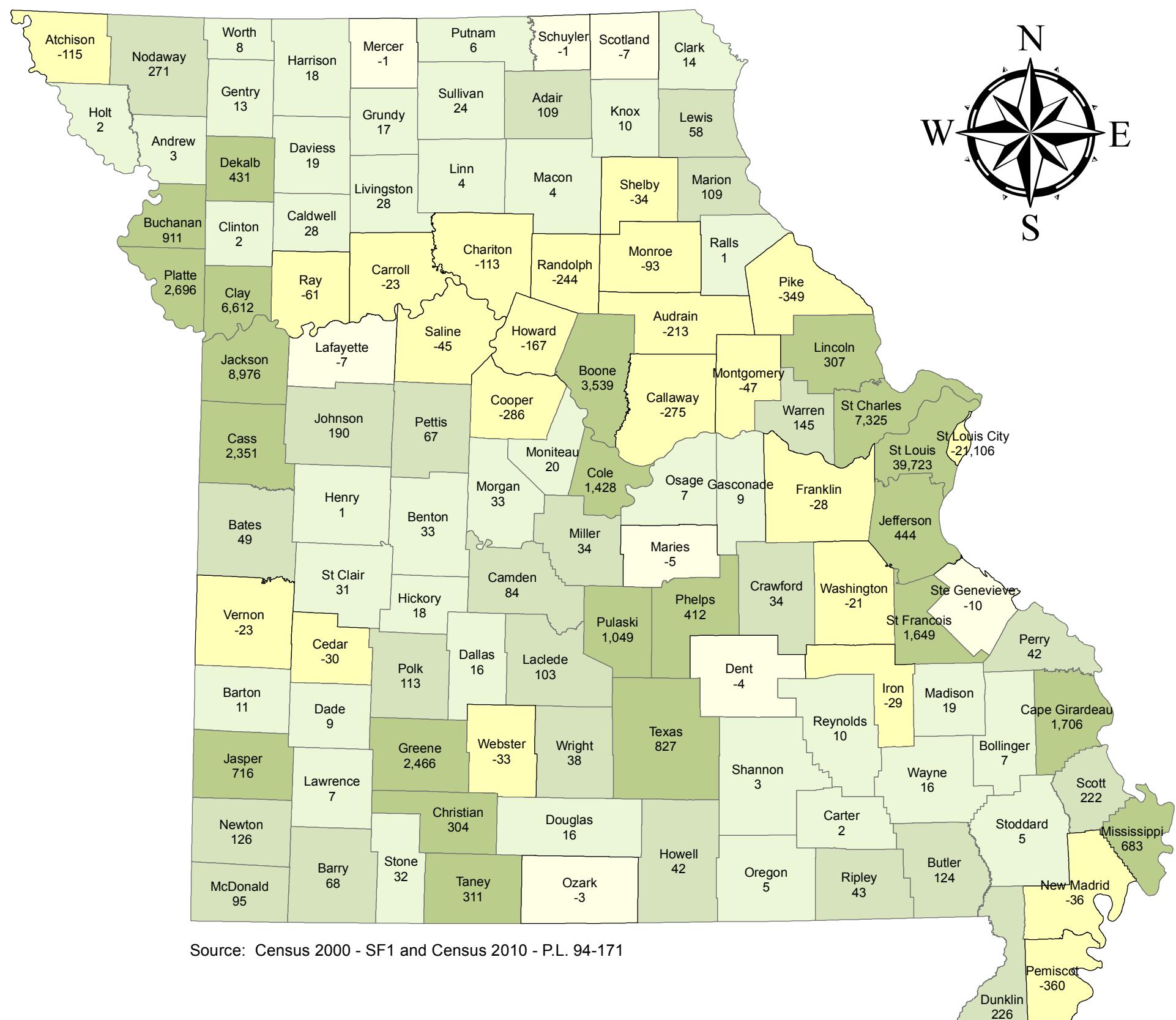


Source: Census 2010 - P.L. 94-171

Legend**Black Population 2010****Total Black Population = 693,391**Prepared By Missouri Office of Administration
Division of Budget and Planning 3/1/2011

Missouri

Black or African American Numeric Population Change 2000 to 2010



Source: Census 2000 - SF1 and Census 2010 - P.L. 94-171

Legend

Black Population Change 2000 to 2010

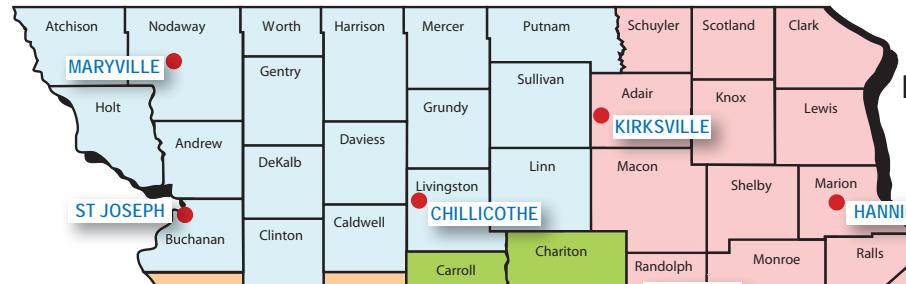
- 21106 to -21
- 20 to -1
- 0 to 33
- 34 to 271
- 272 to 39,723

Prepared By Missouri Office of Administration
Division of Budget and Planning 3/1/2011

Map 13

Missouri's Workforce Investment Regions and the Missouri Career Center System

Northwest Region



Kansas City & Vicinity

NORTHLAND HUMAN RESOURCE CENTER
FULL EMPLOYMENT COUNCIL (FEC) PASEO LOCATION
KANSAS CITY SOUTH

East Jackson County

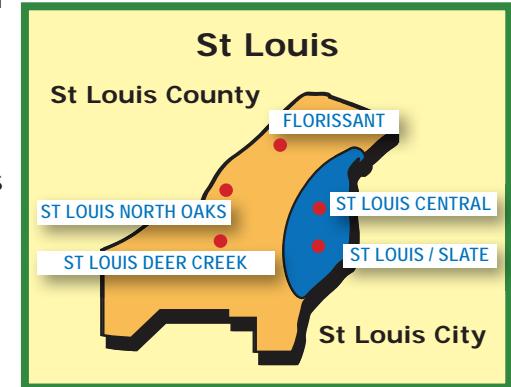
West Central Region

Central Region

Southwest Region

Northeast Region

St Charles County



St Louis County

St Louis City

Jefferson/Franklin Consortium

Southeast Region

Ozark Region

South Central Region

KENNEDY
CARUTHERSVILLE

SECTION 13-REFERENCES

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- ¹ http://oseda.missouri.edu/oseda_reports/population_65over_2000_2010.shtml
- ¹ AoA AGing Integrated Database accessed 06/15/2012
- ¹ American FactFinder <http://factfinder2.census.gov/faces/nav/jsf/pages/searchresults.xhtml#> (accessed 07/05/2010)
- ¹ 2010 U. S. Census, Missouri data, and Missouri Office of Administration, <http://oa.mo.gov/bp/projections/MFCombined.pdf> (accessed 07/05/2012)
- ¹ http://www.missourieconomy.org/pdfs/population_data_many_mo_languages.pdf
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- ¹ http://www.missourieconomy.org/pdfs/pop_data_series_black.pdf
- ¹ Poverty status, by sex, marital status, race, and Hispanic origin, 2010
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